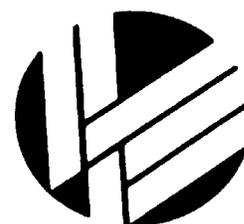


**Iowa
Commission
on the
Status of Women**

State of Iowa
Department of Human Rights



31st Annual Report

February 1, 2003

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February 1, 2003

The Honorable Thomas J. Vilsack
The Honorable Sally J. Pederson
Members of the 80th General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Vilsack, Lieutenant Governor Pederson, and Members of the 80th General Assembly:

At the end of every year, the Iowa Commission on the Status of Women (ICSW) reviews its accomplishments.

The ICSW is proud of the past year's accomplishments, and pleased to present to you our 31st Annual Report. The following pages detail the activities and programs that were carried out in 2002.

After 30 years, the ICSW's primary goal continues to be advocating for full participation by women in the economic, political, and social life of Iowa. In this advocacy role, as mandated by the Code of Iowa, we try to educate, inform, and develop new ideas to bring a fresh viewpoint to bear on the issues facing Iowa women and their families.

If you are interested in any of our concerns and issues, please call or write the ICSW at 515/281-4461 or dhr.icsw@dhr.state.ia.us or stop by the Commission office in the Lucas Building, and we will be happy to discuss them with you. On behalf of our Commissioners and the staff, I thank Governor Vilsack, Lt. Governor Pederson, and members of the General Assembly for the commitment you have shown to improving the status of women by funding our Commission and passing legislation that helps Iowa women.

We look forward to working with you in 2003.

Sincerely,



Kimberly Painter
Chairperson

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Vision Statement

The Iowa Commission on the Status of women (ICSW) envisions full participation by women in the economic, political and social life of the state.

Mission Statement

The ICSW promotes equality for Iowa women through study and recommendations for legislative and administrative action, public information and education, and development of programs and services.

Core Functions

Information and Advocacy
Programs and Services
Resource Management

SECTION 1: Commission

The Iowa Commission on the Status of Women (ICSW) is a state agency that seeks to assure equality for Iowa women. The ICSW advocates for Iowa women, working to equalize their opportunities and to promote full participation by women in the economic, political, and social life of the state. Established in 1972 by the Iowa Legislature, the ICSW is composed of nine citizens appointed by the Governor and confirmed by the Senate. Two members of the Senate, two members of the Iowa House of Representatives, and the Director of the Department of Human Rights serve ex-officio.

2002 COMMISSION

Commission terms for citizen members and legislators are four years.

Citizen Commissioners

Judge Brown, Jr., Fort Dodge
term expires April 30, 2004

Vicki Brown, Treasurer, Oskaloosa
term expires April 30, 2006

Kathryn Burt, Marshalltown
term expired April 30, 2002

Lisa L. Green, Indianola
term expired April 30, 2002
(served as Chair through April)

Francis Giunta, Dubuque
term expires April 30, 2004

Holly Mennen, Mason City
term expires April 30, 2004

Shawn Mullen, Vice-Chair, Des Moines
term expires April 30, 2004

Sue B. Mullins, Corwith
term expires April 30, 2006

Kimberly Painter, Chair, Iowa City
term expires April 30, 2004

Susan Unger, Sioux City
resigned November, 2002

Matthew Wissing, Davenport
term expires April 30, 2006

Rose Vasquez, *ex officio*,
Department of Human Rights Director
(served until October)

Kathryn Baumann-Reese, *ex officio*,
Acting Department of Human Rights Director
(served November and December)

Commission Meetings

The ICSW meets at least six times a year. All meetings are accessible and open to the public. 2002 meetings were:

January 31

Lucas State Office Building, Des Moines

March 18

Miller State Office Building, Des Moines

April 16

Telephone Conference Call

May 13

Lucas State Office Building, Des Moines

June 20

Telephone Conference Call

August 24

Younkers Tea Room, Des Moines

October 29

Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA), Des Moines

December 10

State Capitol, Des Moines

December 17

Telephone Conference Call

Section 1

Legislative Commissioners, *ex officio*

Representative Betty Grundberg, Des Moines
term expired December 31, 2002

Representative Mary Mascher, Iowa City
term expires June 30, 2004

Senator Gene Maddox, Clive
term expired December 31, 2002

Senator Matt McCoy, Des Moines
term expires December 31, 2003

2002 Committees

Executive Committee

Lisa L. Green, Chair (January - April)
Shawn Mullen, Vice Chair
Vicki Brown, Treasurer

Kimberly Painter, Chair (May-December)
Shawn Mullen, Vice Chair
Vicki Brown, Treasurer

Finance

Vicki Brown, Chair (January - April)
Francis Giunta

Vicki Brown, Chair (May-December)
Susan Unger (May-November)
Matt Wissing

Friends of the Iowa Commission on the Status of Women Board of Directors

Lisa L. Green (January - April)
Shawn Mullen
Vicki Brown
Judge Brown
Holly Mennen
Suzanne O'Dea Schenken, President
Michelle Durand-Adams, Treasurer
Betty Grandquist
Vacancy

Kimberly Painter (May-December)
Shawn Mullen
Vicki Brown
Judge Brown

Holly Mennen
Suzanne O'Dea Schenken, President
Michelle Durand-Adams, Treasurer
Janis Anderson
Betty Grandquist

Iowa Women's Hall of Fame

Judge Brown, Chair
Kimberly Painter, *ex officio*
Holly Mennen
Shawn Mullen
Patricia Ohlerking
Sheila Sidles

Iowans in Transition Grant Reviews and Selection

Vicki Brown, Chair
Angie Jameson
Lorie McCormick
Joan Moll
Charlotte Nelson
Jule Reynolds

Legislative

Matt Wissing, Chair (January - April)
Kathryn Burt
Francis Giunta
Kim Painter
Senator Patricia Harper
Senator Gene Maddox
Representative Betty Grundberg
Representative Mary Mascher

Matt Wissing, Chair (May-December)
Francis Giunta
Sue Mullins
Susan Unger (May - November)
Vicki Brown (November-December)
Senator Gene Maddox
Senator Matt McCoy
Representative Betty Grundberg
Representative Mary Mascher

Section 1

Nominating Committee

Matt Wissing, Chair *(January - April)*
 Kim Painter
 Holly Mennen

Francis Giunta, Chair *(May-December)*
 Sue Mullins
 Susan Unger

Program and Planning

Judge Brown, Chair *(January - April)*
 Kathryn Burt
 Matt Wissing

Francis Giunta, Chair *(May-December)*
 Judge Brown
 Sue Mullins

Public Information

Vicki Brown, Chair *(January - April)*
 Francis Giunta
 Kim Painter

Shawn Mullen, Chair *(May-December)*
 Francis Giunta
 Holly Mennen
 Matt Wissing

Staff Members

Executive Director: Charlotte Nelson has served as administrator of the Division on the Status of Women within the Department of Human Rights since her appointment by the Commission and Governor Branstad in February 1985. She was reappointed by the Governor Branstad in 1991 and 1995 and by Governor Vilsack in 1999.

Administrative Assistant 2: Ellen Failor assumed this position in October 1990.

Program Planner 2: Lori M. SchraderBachar, coordinator of publications and special projects, has served since August 1999.

Challenge Grant Appointment: Sue Ryan-Anderson served as the Challenge Grant Coordinator from June 2001 until September 2002. Kathy Nesteby assumed the position in November 2002.

Interns: Robyn Nitchals, Iowa State University, served as an intern during the spring semester. She primarily worked with legislation tracking.

Jennifer Farrell, University of Northern Iowa, worked during the summer studying gender bias in elementary and teacher preparation textbooks.

Funding

Funding for the Iowa Commission on the Status of Women is awarded annually by the General Assembly and Governor. A review of the state appropriation over several years, including pass-through grants, is as follows:

Fiscal Year	Appropriation	Operating Budget
FY 1998	\$328,900	\$161,125
FY 1999	\$335,804	\$168,029
FY 2000	\$419,505	\$187,531
FY 2001	\$426,464	\$185,964
FY 2002	\$400,996*	\$203,996
FY 2003	\$333,415*	\$191,392:

* Legislative reductions resulted in an actual FY 2002 budget of \$398,426 and FY 2003 budget of \$327,392.

Section 2: Programs and Projects

The Iowa Commission on the Status of Women (ICSW) works on numerous projects and programs in seeking to advance the status of women in the economic, political, and social life of the state. It collects employment related information and works toward pay equity; monitors legislation and strives to equalize women's participation in policy-making positions in the government and private sectors; and recognizes Iowa leaders through the Iowa Women's Hall of Fame, the Write Women Back Into History Essay Contest, and the Cristine Wilson Medal for Equality and Justice.

ECONOMIC LIFE

The ICSW strives to improve Iowa women's tenuous economic status by conducting various employment-related programs and studies to assist women statewide to work to achieve pay equity.

In 1999, Iowa women made just 73 cents for every \$1 a man made. Sixty-four percent of women made \$25,000 or less, while 67 percent of men made \$25,000 or more. This wage disparity reflects the occupational choices of males and females, the

wage differences between male- and female-dominated jobs, and the gender pay gap that exists in many of the same occupations.

Both women's and men's wages would rise if wage discrimination were corrected. Workers, whether men or women, in female-dominated jobs – such as receptionists, secretaries, nurse aides, and child care providers – are paid less than workers in similar jobs not dominated by women.

Differences in pay scales among occupations that are dominated by one gender or the other contribute to pay inequities as seen in the graph below.

CONCENTRATION OF WORKERS IN JOBS, IOWA, 2001*

OCCUPATION	%MALE	AVERAGE HOURLY WAGE	OCCUPATION	%FEMALE	AVERAGE HOURLY WAGE
1) Automobile Mechanic	98.9%	\$13.51	1) Child Care Provider	99.5%	\$ 6.93
2) Carpenter	98.6%	\$14.17	2) Secretary	98.9%	\$11.11
3) Electrician	97.9%	\$19.12	3) Registered Nurse	96.5%	\$18.86
4) Construction Laborer	97.4%	\$12.34	4) Receptionist	95.7%	\$ 9.76
5) Mechanic/Repairer	96.5%	\$14.50	5) Hairdresser/ Cosmetologist	95.7%	\$ 9.93
6) Machinist	95.3%	\$13.74	6) Typist	95.7%	\$11.17
7) Truck Driver	94.1%	\$15.54	7) Bank Teller	94.0%	\$ 9.42
8) Welder/Cutter	93.7%	\$13.72	8) Bookkeeper/Accounting Clerk	91.5%	\$11.54
9) Farm Manager	91.5%	\$24.75	9) Data Entry Keyer	90.9%	\$ 10.26
10) Material Handler	89.9%	\$ 10.30	10) Nursing Aide/Orderly	89.8%	\$ 9.31

***Ten jobs held primarily by women pay an average of \$10.83 an hour, compared to \$15.17 paid by ten jobs held primarily by men—a difference of \$4.34 per hour, or \$173.60 per week.**

This graph and others can be found in the *2002 Status Report, 7th Edition*

Section 2

Wage/Benefits Studies

Wage Survey: In 1993, the ICSW initiated a Department of Employment Services study on gender-wage disparity in Iowa. That report revealed, among other things, that Iowa women, on average, made 68 cents per dollar that Iowa men made. In 1999, the ICSW requested that Iowa Workforce Development conduct research to replicate the 1993 study. The results of the updated study, released in 2000, showed that women, on average, earned 73 cents per dollar that Iowa men made. The study also found that 64 percent of women earned annual wages of \$25,000 or less, while 67 percent of males earned \$25,000 or more. Nationally, women earned 75 cents for every dollar a man made in 2001.

Iowa Certified Nursing Assistant Wage and Benefits Survey: A statewide wage and benefits survey of Iowa Certified Nurse Assistants (CNAs) was released in June 2001, showing that Iowa CNAs are underpaid – almost three-fourths earn less than \$10 per hour. Cosponsored by a number of organizations and state agencies in collaboration with the ICSW, the study revealed that 94 percent of CNAs are female. Although 77 percent of CNAs are offered health care insurance, 41 percent cannot afford the cost.

Contingency Workers Study: The ICSW initiated a study of contingency workers' wages with Boddy Media Group in late 2000. The study, which was released in December 2001, reported the impact on women of contingency jobs, such as temporary, part-time, and contractual work, usually with few or no benefits and no job security. It found that two-thirds of Iowa's contingency workers are female. A typical contingency worker is most likely to be urban, single, parenting pre-school age children, have no more than a high-school education and work in sales/marketing. Forty-one percent earn \$10.99 per hour or less and 57 percent receive no benefits.

Follow-up to *Employees' Wages and Benefits: Domestic Violence and Sexual Assault Projects 1997 Report and Recommendations*: In 1997, the ICSW conducted a study of the wages and benefits of employees in domestic violence/sexual assault projects (dv/sa) across the state. The study revealed significantly low wages across the board, with many employees living at, below, or barely over the poverty line. Because of the increase over the past several years in federal and state monies available to dv/sa projects, the ICSW made, in its report on the study, wage recommendations for specific job descriptions, using comparable jobs in state government as a comparison. The response was overwhelming. In a 1998 ICSW follow-up to the study, the Commission's study was credited for approximately \$112,000 in pay increases in dv/sa jobs statewide. This study and follow-up survey continue to be distributed and influence wages and benefits for employees in dv/sa projects not only in Iowa but across the United States.

Pay Equity Initiatives

Equal Pay Day: The ICSW commemorated Equal Pay Day on Tuesday, April 16, 2002, which symbolized the day when women's wages catch up to men's wages from the previous week. Because women earn less, on average, they must work nearly seven days to earn what the average man would earn in five. In addition to writing an opinion/editorial piece for leading newspapers around the state, the ICSW distributed a press release regarding Equal Pay Day. A press release and pay equity advertisement were also sent to select women and other organizations statewide that have an interest in pay equity.

Publications

How to Get Your Bearings - How to Get a Job: The guide, for Iowa women who are looking for a job or who are seeking a better job, includes

Section 2

information on how to write a resume, conduct an interview, obtain personal counseling if needed, fix a car, find housing, etc. Containing one-third more information than previous editions, the guide, revised by Dr. Judith Anne Conlin, is distributed primarily through the displaced homemaker programs and Family Development and Self-Sufficiency programs across the state. Funding for the guide was provided by Iowa Workforce Development and the Carl D. Perkins Applied Technology and Vocational Education Act.

Videos

Exploring Nontraditional Occupations for Women: Is This Job for You?: This informative 12-minute video illustrates women in nontraditional occupations with an emphasis on the skilled trades, apprenticeship and vocational-technical careers. The video is available for both rental and purchase.

Show Me The Money: Paycheck Negotiation Workshop: Paycheck Negotiation Workshop: In order to help address wage disparity, a paycheck negotiation workshop was held in November 2001 to give women the tools to negotiate for higher compensation when they are offered employment or at an annual/performance review. The workshop, Show Me The Money, consisted of a panel presentation, role playing, pension planning and a question and answer session. A video of the workshop was produced and is available to borrow free of charge.

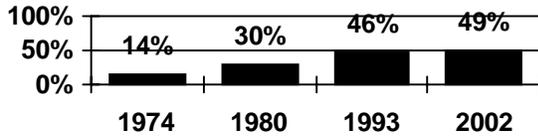
POLITICAL LIFE

While the ICSW works hard at eliminating the “sticky floor”--women who are stuck in low-paying jobs with few benefits and opportunities for advancement--it also recognizes the need to break the “glass ceiling” in government and private sector policy-making positions. In addition, the ICSW annually researches, submits, and advocates for a program of Proposals to the Governor and General Assembly. It also follows legislation pertinent to women and, in particular, those bills that relate to its Proposals. The Executive Director of the ICSW is registered as a lobbyist to the Iowa Legislature and Executive Branch.

Roster of Qualified Women

In 1970, the Governor’s Commission on the Status of Women assumed responsibility for developing a roster of Iowa women qualified for appointments to paid and volunteer positions on state boards and commissions. When the Commission was made statutory in 1972, it continued to develop the roster and to submit names for the Governor’s consideration in making appointments. Appointment resume forms are provided upon request; they include biographical information, educational background, work experience, organizations, and information on areas of interest. Each year it advertises the availability of appointment resumes in the *IoWoman*, the Friends of ICSW newsletter that is sent to 8,500 organizations and individuals statewide. The Roster of Qualified Women has contributed significantly to the expanding role of women in government. Since the need was perceived and the Roster was developed, the number of appointments of women has increased dramatically. Since 1987, gender balance on boards and commissions has been mandated, a legislative change for which the Commission advocated.

**PERCENTAGE OF FEMALES
ON STATE BOARDS AND
COMMISSIONS, IOWA,
1974-2002**



This graph and others can be found in the 2002 Status Report, 7th Edition

**Figure 6.5
FEMALE ELECTED OFFICIALS**

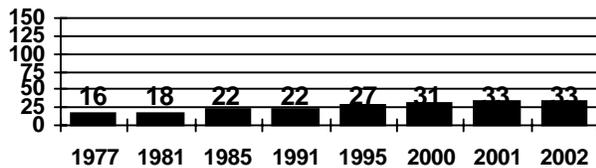
OFFICE	# OF MALES	# OF FEMALES
Governor	39	0
Lieutenant Governor	41	3
Secretary of State	25	3
Treasurer	25	0
Auditor	30	0
Secretary of Agriculture	13	1

This graph and others can be found in the 2002 Status Report, 7th Edition

Women in Public Office

Since the first year in which a woman was elected to the Iowa General Assembly in 1929, the total percentage of women legislators has increased from .6 percent to 22 percent in 2002.

**FEMALES IN THE GENERAL
ASSEMBLY, IOWA, 1977-2002**



This graph and others can be found in the 2002 Status Report, 7th Edition

Even with this increase, women, who total 50.9 percent of Iowa's population, represent about one-fifth of the General Assembly. Eleven women served as Senators, while 22 served as Representatives in 2002. Only two women of color have served in the Iowa General Assembly. Furthermore, few Iowa women have served as elected state officials. No females have ever been elected Governor or US Senator or Representative.

In the November 2002 elections, 69 women filed papers to run for state office and two ran for Congress. Of those, 32 won the election (7 in the Senate and 25 in the House). Neither woman running for Congress won.

Legislative Summary

Following is a summary of 2002 legislation tracked by the ICSW following the 2002 Proposals to the Governor and the General Assembly.

On April 4, 2002, the Senate confirmed reappointment of Vicki Brown from Oskaloosa and Matt Wissing of Davenport along with appointments of Susan Unger of Sioux City and Sue Mullins of Corwith for four-year commission terms with ICSW from 5/1/02 thru 4/30/06.

On May 10, 2002, Governor Vilsack cast an overall veto of many of the appropriations bills in order to require the General Assembly to reenact appropriation bills addressing his issues.

Child Care/Custody Issues

HF678 provides for mandatory participation in mediation in proceedings relating to custody of a child; requirement does not apply if the court determines that a history of domestic abuse exists or if the court determines that direct physical harm or significant emotional harm to the child, other children, or a parent is likely to result. (ICADV requested support for a veto on this bill)

- 3/26/01 passed House 82/16
- 3/27/02 passed Senate 46/0 with amendment
- 4/8/02 passed House 79/15 with amendment
- 4/11/02 passed Senate 27/22
- 5/9/02 vetoed by the Governor

Section 2

SF2205 outlines regulation of child care and child development homes (formerly SF2097)

3/11/02 passed Senate 43/6

4/4/02 passed House 91/4 with amendment

4/8/02 passed Senate 45/2

5/2/02 signed by Governor

Economics

HF2139 increases the maximum possible amount of a vocational-technical grant to a qualified full-time student from \$650 to \$1200

2/4/02 passed House 92/0

3/7/02 passed Senate 43/0

3/14/02 signed by Governor

SF2323 creates a registered nurse recruitment program and fund to be administered by the College Student Aid Commission

4/1/02 passed Senate 47/0

4/9/02 passed House 96/0

4/26/02 signed by Governor

HF2592 defers taxable income to certain businesses meeting criteria around starting up

3/27/02 passed House 93/2

4/11/02 passed Senate 50/0

4/22/02 signed by Governor

ICSW OPPOSED

SF93 repeals compliance with affirmative action programs; eliminates targeted small business (woman owner); repeals focused small business linked investments program; repeals contract set asides; and repeals comparable worth directives on wages paid to state employees

2/1/01 State Government

2/22/02 died in the first funnel

HF2627 continued reduced funding for Iowans in Transition and issues on domestic abuse and sexual assault included in the ICSW appropriation of \$333,415 with 3 FTEs

5/28/02 passed House 52/44

5/28/02 passed Senate 26/22

6/12/02 signed by Governor

ICSW OPPOSED

SF2297 removes all references to “multicultural,” “gender fair”, or “global” in elementary and secondary education Code language

2/25/02 introduced by State Government and placed on calendar

3/15/02 died in the second funnel

ICSW OPPOSED

SF165 adds Section 1.18 Iowa English Language Reaffirmation to the Iowa Code declaring English as the official language of the state and mandating that all state and local official government business be conducted in English language.

3/7/01 passed Senate 27/23

2/25/02 passed House 56/42

3/1/01 signed by Governor

ICSW PRIORITY

HF2627 directs Public Health and Human Services to discuss combining adolescent pregnancy prevention programs under one department; applying for available federal funds and complying with the US Congress’ intent to promote abstinence from sexual activity outside marriage; ICSW called for funding comprehensive services. \$1.3 million and 1 FTE continue the adolescent pregnancy prevention program

ICSW SUPPORTED

SF2326 authorizes \$11,458,412 for *hawk-i* funds (increase from \$8.4 million in FY02)

5/10/02 signed by Governor

ICSW SUPPORTED

HF2582 allows \$50,000 for continued funding to make the chlamydia screening and treatment program available statewide

4/12/02 signed by Governor

Section 2

ICSW SUPPORTED

HF2582 allows \$297,902 for diabetes. Access to mammography, colposcopy, and screening for diabetes for low-income women without Medicaid
4/12/02 signed by Governor

ICSW SUPPORTED

HF2615 allows \$250,000 for continued funding for follow-up treatment after breast and cervical cancer screening indicates abnormalities
5/10/02 signed by Governor

ICSW SUPPORTED

HF2582 appropriates \$978,405 in federal block grant money for family planning
3/20/02 passed House 94/0
3/28/02 passed Senate 47/00
4/12/02 signed by Governor

HF2627 allows state funding of \$1.2 million: ICSW wanted an increase in funding for family planning program so that funds are available for the whole year
5/28/02 passed House 52/44
5/28/02 passed Senate 26/22
6/13/02 signed by Governor

ICSW OPPOSED

HF2264, Woman's Right to Know bill, includes required informed consent certifying that a woman has received certain information about abortion before one is performed unless there is a medical emergency to prevent her immediate death; establishes criminal penalty of simple misdemeanor for anyone performing an abortion (but not the woman) in violation of this law
3/4/02 passed House 70/29
3/25/02 passed Senate 31/17
3/28/02 vetoed by Governor

Justice

HF2627 appropriates operation of the ICIW in Mitchellville at \$12,024,416 and 215.5 FTEs (FY02 was \$12.29 million with 236 FTEs)

ICSW SUPPORTED

HF2627 appropriated \$100,000 for the entire prison system in Iowa for education in FY03 (dropped from \$2.9 million in FY02)

ICSW SUPPORTED

HF2627 lumped grants for legal services for people in poverty into the Attorney General's budget without its own line item amount (FY03 funding for the AG office is reduced \$2.5 million)

ICSW SUPPORTED

HF2627 appropriates \$6,273.663 and 134.54 FTEs for FY03 to the Iowa Juvenile Home. Language that specified beginning July 1, 2003 the Iowa Juvenile Home in Toledo would serve only females was line-item vetoed by the Governor on 6/12/02.

ICSW SUPPORTED

HF2627 combined the appropriation for the Court Appointed Special Advocate (CASA) program with foster care review for a total of \$1,711,033 (\$38,490 less than SF2326)

ICSW SUPPORTED

SF2100 relates to protection from domestic abuse for persons who are in an intimate relationship or have been in an intimate relationship and have had contact within the past year. Provides courts may order convicted person of domestic abuse to batterers' treatment program. Also provides temporary or emergency order; if domestic abuse is contested, protective order will be issued upon preponderance of the evidence
2/6/02 passed Senate 47-0
2/14/02 passed House 91/2
2/22/02 signed by Governor

ICSW SUPPORTED

HF2627 lumped state funding for sexual assault and domestic violence program grants into the Attorney General's budget without its own line item amount (FY03 funding for the AG office is reduced \$2.5 million)

Section 2

ICSW SUPPORTED

HF2495 allows issuance of a no-contact order to protect victims of 1st, 2nd, or 3rd degree sexual abuse, their family members, and others who reside with them UPON ARREST of the person accused of sexually abusing the victim

3/11/02 passed House 93/0

3/26/02 passed Senate 48/0

4/9/02 signed by Governor

ICSW SUPPORTED

HF2506 allows issuance of a no-contact order against a defendant convicted of a sexual offense UPON RELEASE from jail or prison

3/12/02 passed House 94/0

3/27/02 passed Senate 47/0

4/5/02 signed by Governor

Welfare Reform

HF2340 provides for a well-being visit on an optional (and/or an affordable) basis to Family Investment Program limited benefit plan participants by Human Services staff beginning 4/1/02 and thereby cancels the contract for such action with Public Health.

2/27/02 passed House 96/3

3/5/02 passed Senate 48/0

3/14/02 signed by Governor

ICSW SUPPORTED

HF2627 allows \$1,000,000; ICSW wanted \$3,000,000 maintained state funding for the emergency assistance program preventing homelessness through emergency payments of utilities and rent

ICSW SUPPORTED

Family Investment Program (FIP) was funded at the level requested by the Department of Human Services at \$46,508,982 plus \$25,452,071 with PROMISE JOBS at \$10,714,119 and \$6,839,776 between federal and state appropriations; and child care at \$28,638,329 state funds

ICSW SUPPORTED

HF2582 allows \$1,399,000 for homeless shelters; **HF2627** directs Economic Development to explore the potential of allocating moneys to homeless shelters programs and no state funds were appropriated

ICSW SUPPORTED

HF2627 appropriates \$5,133,042 for the Family Development and Self-Sufficiency (FaDSS) program (\$564,783 less than FY02)

Appropriations and/or State Agency Business Bills

HF2345 authorizes the Crime Victim Assistance Division to administer the STOP Violence Against Women program and grants (substituted for SF2138)

2/19/02 passed House 94/0

3/4/02 passed Senate 43/0

3/14/02 signed by Governor

SF2304 reduces FY02 funds by 1 percent for executive branch agencies, and reduced payroll from general fund employees at 5 percent of annual salary or for a furlough of 4 hours during the 80-hour time period beginning the date of enactment and ending June 30, 2002

2/26/02 passed Senate 28/18

2/27/02 passed House 54/45 with amendment

2/28/02 passed Senate 26/20

3/1/02 signed by Governor

ICSW SUPPORTED

SCR115 by Maddox denoting March as Women's History Month; adopted 3/19/02

HCR121 by Grundberg and Mascher denoting March as Women's History Month.

SF113 congratulates Jennifer Quinn, a senior at Spencer Community School, for receiving a 2002 Prudential Spirit of Community Award for organizing a nationwide book and toy drive

Section 2

SR115 and **HR111** congratulate Carissa Meadows, a West Monona High School senior from Onawa, for receiving a 2002 Prudential Spirit of Community Award for cochairing a park renovation project

HR115 commemorates the 90th anniversary of the Girl Scouts.

SR116 honors the UNI Panthers Volleyball team

HR116 honors Jennifer Erbe for being named Iowa teacher of the year for 2002

HR120 and **SR 121** honors the University of Iowa women's basketball team and coach Lisa Bluder

HR121 and **SR123** honors the Drake women's basketball team and coach Lisa Stone

SR122 and **HR125** honors the Iowa State University women's basketball team and coach Bill Fennelly

HR122 and **SR126** honors the Kirkwood Community College women's basketball team

SR124 honors Gayle Blevins, head coach of the University of Iowa women's softball team on her successful coaching career

SR125 honors Des Moines area high school seniors Emily Trump, Brandon Day and Patrick Sweiskowski for achieving highest possible score on the SATs.

HR126 and **SR128** honors Ms. Effie Burt for her composition "I'll Make Me a World"

SR129 honors Betty Soukup of New Hampton for serving one term of office in the Iowa Senate

SR130 honors Patricia Harper of Waterloo for serving six years in the Iowa Senate and four terms prior to that in the Iowa House of Representatives

SR132 honors Johnie Hammond of Ames for serving two terms in the Iowa Senate and four terms prior to that in the Iowa House of Representatives

SR137 honors Sandra Greiner of Keota for serving two years in the Iowa Senate and four terms prior to that in the Iowa House of Representatives

SR138 honors Mary Lou Freeman of Alta for serving nine years in the Iowa Senate

Bills Supported by ICSW that Died

SF2214 relates to dependent adult abuse reporting and evaluation; makes penalties

ICSW PRIORITY

SF151 prohibits a state agency from providing state financial assistance to any business that does not pay a "living wage"; raises the state's minimum wages to \$5.65 as of 1/1/02 and \$6.15 as of 1/1/03

HF2117 prohibits a state agency from providing state financial assistance to any business that does not pay a "living wage" (defined at \$8.49 per hour); raises the state's minimum wages to \$5.65 as of 1/1/03 and \$6.15 as of 1/1/04 (update of HF431)

ICSW PRIORITY

HF221 creates a new Code chapter 91F governing wage discrimination; specifies that equal wages pertains to compensation in any form that an employer provides to employees in payment for work done or services rendered if the work on the jobs is equivalent

HF532 creates a new Code chapter 91F governing wage discrimination; specifies that equal wages pertains to compensation in any form that an employer provides to employees in payment for work done or services rendered if the work on the jobs is equivalent

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ICSW PRIORITY

HF226 defines comparable worth and prohibits discrimination in equal pay; provides penalties to employers; and creates Equal Pay Commission by the labor commissioner to study wage disparity issues in Iowa and make a formal report 12 months after formation

SF2028 by Harper provides up to 12 weeks of unemployment benefits for a person taking parental leave for the birth or adoption of a child

SF6 prohibits discrimination based upon a person's sexual orientation in Iowa civil rights act

HF65 prohibits discrimination based upon a person's sexual orientation in Iowa civil rights act

HF465 (English+ bill) adds that English is the primary language of Iowa but also endorses the value of encouraging multiple language skills; prohibits enactment of Code language that impedes a citizen's right to vote, infringes on civil rights, fosters governmental interference in private activity and free commerce or causes social disunity

HF382 changes sliding scale fee responsibility to *hawk-i* board; calls for functional health assessment; eliminates statewide media campaign; eliminates periodic random reviews of applications, etc.; allows *hawk-i* board to determine cost sharing (formerly HF49)

HF57 provides presumptive eligibility and 12-month continuous eligibility for children in the medical assistance program

HF67 requires *hawk-i* application forms to be given to all students in K-12 by school districts

HF319 provides for presumptive eligibility of children under the age of 19 for *hawk-i* only once during a 12-month period of time; directs school district boards to require *hawk-i* application forms

be provided at school

HF455 directs utilization of applications for school break and lunch programs to identify and provide assistance to children for enrollment in *hawk-i*

HF2209 A bill for an act relating to health care coverage programs for children including the healthy and well kids in Iowa program and the medical assistance program.

SF2179 prohibits female genital mutilation of a female minor; penalty as Class C felony

HF632 prohibits the use of gender as a factor supporting any type of discrimination in insurance

HF152 provides that it is an unfair claim settlement practice for an insurance representative to delay or refuse to pay a claim solely on the basis that such claim resulted from domestic abuse

HF528 provides that it is an unfair claim settlement practice for an insurance representative to discriminate in selling insurance, or delaying or refusing to pay a claim solely on the basis that such claim resulted from domestic abuse

SF4 provides a long-term care insurance tax credit under the individual income tax equal to 50% of the premiums paid by the taxpayer on each qualified long-term care insurance contract for the taxpayer, spouse, dependent, parent, or grandparent; each credit shall not exceed \$500; the contract must be a renewable insurance policy that has no cash surrender value and that provides coverage for necessary diagnostic, preventive, therapeutic, curing, treatment, mitigating and rehabilitative services to chronically ill individuals; a deduction for premium costs paid is not allowed to the extent of the amount of costs used in the calculation of the credit taken; retroactive to 1/1/01

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SF182 same as SF4 except each credit shall not exceed \$1000

SF255 provides a senior living insurance tax credit under the individual income tax equal to 50 percent of the premiums paid on each qualified long-term care insurance contract not to exceed \$350 per credit

ICSW PRIORITY

SF2289 limited mental health parity with language to “offer” not “mandate” the availability of such insurance; tax incentive to small businesses/fewer than 50 employees (formerly SSB 3080)

SF2322 provides tax credits for small employers or individuals for mental health parity (SSB3195).

ICSW PRIORITY

HF72 mental health and substance abuse treatment parity (most comprehensive bill - does not list any diagnosis but uses all of DSM4)

HF113 mental health and substance abuse treatment parity for state employees

SF119 creates 514C.21 to provide benefits for mental health conditions including substance abuse in all third party health policy/contracts

SF131 mental health and substance abuse coverage for state employees

SF132 mental health and substance abuse coverage for children

SF136 mental health coverage

SF137 mental health coverage parity; and directs a study to determine the impact of providing substance abuse treatment parity (NASW supporting)

HF107 mental health parity; and directs a study to determine the impact of providing substance abuse treatment parity (NASW supporting)

HF491 mental health and substance abuse parity

HF2330 Division I mental health parity

HF2419 mental health and substance abuse parity

SF2220 mental health and substance abuse parity

SF413 provides a reopening of a judgment for an 85% sentence by the board of parole and the department of corrections if not contested by the county attorney; the court may re-sentence the defendant and reduce the maximum sentence imposed in the original sentencing order (if resentenced, the maximum accumulation of earned time remains at 15% of the new sentence)

SF2125 permits the court to suspend a sentence of a defendant who has been convicted of a felony other than a class A felony

SF2300 makes changes to criminal sentencing

SF21125 permits the court to suspend the sentence of a defendant who has been convicted of a felony other than a class “A” felony

HSB78 would make it unlawful under Iowa law for a person to possess a firearm if the person is prohibited from doing so under federal law (allows Iowa law enforcement to enforce the terms of the federal law)

SF403 has a portion of the bill that amends Code 709.12 to eliminate that sexual gratification need be proven as intent of the sexual assault offenders

HF625 provides that a victim of sexual assault does not have to submit to a lie detector test before an investigation is conducted; and if a law enforcement agency declines to investigate a sexual assault charge, they must provide in writing the reason for not doing so

SF403 has a portion of the bill that amends Code 915.44 to provide that a law enforcement agency cannot use a victim’s refusal to submit to a polygraph examination as a decision to not investigate the charge of sexual assault

SSB1108 and **HSB134** mandate post-secondary institutions to publicize policies relating to sexual

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offenses committed on campus and the appropriate law enforcement agency to contact; victim counselors will have access to any investigation or meeting involving a disciplinary proceeding related to the sexual offense in which the victim is present

HF360 (see SF223) changes the penalty for immigrants who forge documents for residency or employment from a class D felony to an aggravated misdemeanor

SF223 (see HF360) changes the penalty for immigrants who forge documents for residency or employment from a class D felony to an aggravated misdemeanor

Public Hearing

At a public hearing each fall, the ICSW listens to organizations, agencies, and individuals express their legislative concerns regarding women. From that hearing, the ICSW Legislative Committee and staff meet to develop a slate of proposals used as the foundation for the next year's advocacy efforts along with recommendations from previous years.

The 2002 public hearing was held on October 29 in Des Moines. Announcements requesting testimony were sent to statewide media outlets, women's organizations, and state agencies.

Twenty-three individuals/organizations testified. Mickey Carlson, Iowa Finance Authority spoke about housing. Speaking on aging issues and long-term care were Deanna Clingan-Fischer, Iowa Department of Elder Affairs; Sherri Pollard, Polk County Attorney's Office; and Di Findley, Iowa CareGivers Association. Gail Huckins and Glenna Munson of the Iowa Department of Corrections and Rev. Carlos Jayne representing Friends of Iowa Women Prisoners testified on justice issues regarding incarceration. LaVon Cooper of Iowa Friends of Legal Services testified about the need for Legal Services. Jan Corderman of AFSCME spoke about the need for an increase in the minimum wage.

The Iowa Child Care Coalition, represented by Karen Thelin, testified on child care in Iowa. Molly Greiner of Iowa Women's Foundation argued against the state of Iowa using federal marriage promotion money. Kimberly Dinville of Iowa Women Initiating Social Change urged the ICSW to adopt a proposal advocating expansion of the Iowa Civil Rights Act to include sexual orientation. Telling her story about inequity in sports awards, Sharon Soorholtz Greer asked the ICSW to study equity in high school sports. Testifying about violence against women were Kristina Holub, Domestic Violence Intervention Program; Doug Marek, Iowa Attorney General's Office; Nancy Robertson, Iowa Coalition Against Domestic Violence; and Beth Barnhill, Iowa Coalition Against Sexual Assault. Representing Sisters on Target, Paulette Wiley testified about issues concerning African-American women. Jodi Tomlonovic, Family Planning Council of Iowa, testified about women's health. Barb Stirling shared her story of her children being taken by the Department of Human Services and issues that parents face trying to reunify the family. Planned Parenthood of Greater Iowa, represented by Judith Rutledge, gave written testimony regarding women's health. Margaret Stout, Alliance for the Mentally Ill, wrote about insurance issues. The Iowa Juvenile Home Foundation provided written testimony to the ICSW regarding restriction of placements to females and the need for a young mothers' program at the Iowa Juvenile Home in Toledo.

2003 Proposals to the Governor and 80th General Assembly

The ICSW endorses, in no particular order, the following 2003 Proposals.

Priorities

As priority areas being proposed to the Governor and General Assembly for 2003, the ICSW supports:

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- Increased funding for long-term care workers with assurance that wages of direct care workers are increased to a livable wage and benefits are affordable. (Aging Issues and Long-Term Care)
- Increase in the number of required hours to become a Certified Nurse Aide from 75 to 90. (Aging Issues and Long-Term Care)
- Legislative action on child care in Iowa with a focus on employment-related child care issues – see page 17 for a complete list. (Economics)
- Establishing a vehicle for 12 weeks of partial wage compensation for a person taking parental leave for the birth or adoption of a child. (Economics)
- Increase in the minimum wage. (Economics)
- Amending the Iowa Civil Rights Act to prohibit discrimination on the basis of sexual orientation. (Equality)
- Continued funding of family planning services through TANF at \$1.2 million and consider a \$200,000 increase to fully fund the program for one year. (Health)
- Continued commitment and agreement made with Iowa communities to fund comprehensive adolescent pregnancy prevention and services for pregnant and parenting teens at the current \$1.3 million level. (Health)
- Parity for mental health and substance abuse care coverage. Private and public health insurance should be required to provide benefits for the same treatment of biologically-based mental illnesses under the same terms and conditions as for other illnesses. (Insurance)
- Elimination of mandatory sentencing and the 85% time served laws and restoring more discretion

in sentencing for judges. (Justice)

- Automatic restoration of voting rights for ex-felons upon completion of sentence and parole. (Justice)
- Restoration of funding for domestic violence and sexual assault programs as a line item in the state budget. (Violence Against Women)
- Full funding of the Emergency Assistance Program. (Welfare)

Legislative Proposals

Aging Issues and Long-Term Care

In 1999, Iowa ranked second in the percentage of population over 85 years of age, fourth in the percentage of population over 75 years of age, and fifth in the percentage of population over 65 years of age. Of those over age 65, 59 percent in Iowa are women. As the baby boom generation gets older, the need for both paid and unpaid caregivers will increase. A 2001 ICSW study on CNA wages and benefits found that 73 percent earn under \$10 per hour with few benefits and high turnover. The typical family caregiver is a married women in her mid-forties to mid-fifties, works full-time outside of the home, and spends an average of 18 hours per week on caregiving. To address the needs of paid and unpaid caregivers for dependent adults, the ICSW supports:

1. Increased funding for long-term care workers with assurance that wages of direct care workers are increased to a livable wage and benefits are affordable. (Priority)
2. Legislation to assure protection of vulnerable persons who are being abused but who do not fit within Iowa's current criteria.

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3. Amendment of state tax policy in the *Code of Iowa* Chapter 422.9(2)(e) regarding tax deduction to include spouse, brother, and sister for whom in-home care is given.

4. Continued funding of Iowa CareGivers Association project to maintain and expand Certified Nurse Assistant (CNA) Recruitment and Retention Program and advocacy efforts for direct care workers.

5. Legislative action on direct care workers' education in Iowa, including:

- a. An increase in the number of required hours to become a Certified Nurse Aide from 75 to 90. (Priority)
- b. Establishment of continuing education standards for direct care workers that are linked to maintaining their certification.
- c. Standardization of direct care worker educational opportunities for advancement that become part of the workers permanent credentials and are recognized at the state level.
- d. Creation of a scholarship program for direct care workers for advanced CNA, Advanced Alzheimer's, CNA Mentor, and other standardized programs within the field of direct care.

6. In effort to be more cost-effective in the provision of long-term care for those in need of services provided by state institutions, any legislation to close the state institution must consider the availability of alternative services for those in need of this long-term care.

Economics

In 2000, 62.7 percent of women age 16 and older were in Iowa's workforce, which represented 47.4 percent of the total workforce. According to the wage study released that same year, Iowa women made 73 cents for every \$1 a man made. The study also found that 64 percent of female respondents reported annual wages of \$25,000 or less while 66

percent of males reported wages over \$25,000. To address the economic needs of Iowa women, the ICSW supports:

1. Development of a plan for extending a comparable worth policy to all public employees in Iowa, with state assistance to local government entities in conducting comparable worth studies and a plan for making state revenue-sharing monies at future dates contingent upon adopting comparable worth pay schedules for local government employees.

2. A requirement that credit be given for skills developed through volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa state government, its political subdivisions, and all businesses/parties that contract with the state government.

3. Legislative action on child care in Iowa with a focus on employment-related child care issues, including: (Priority)

- a. Measures designed to guarantee affordable, quality child care, in particular for women seeking training and/or employment;
- b. A child care and/or preschool subsidy for every Iowa family below 85% of the state median income;
- c. Adequate compensation, including benefits, for child care workers;
- d. Need-based child care centers of adequate size at state educational institutions;
- e. Improved supply of quality child care by increased funding for local Child Care Resource and Referral services for programs such as providing parent/consumer information and odd hour, out of school time, and infant and toddler care;
- f. A professional development system for child care/preschool workers of prerequisite and on-going training, and a process for credentialing workers;

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g. Requirement that all child care/preschool settings be licensed and registered and adhere to standards that ensure quality care and experiences.

h. Reimbursement of child care providers actual/full cost of care;

i. Increase in matching funds by an additional \$1.8 million to allow DHS to drawn down \$3.2 million more from the Child Care Development Fund.

4. Continued funding for displaced homemakers/Iowans in Transition program grants through the ICSW at no less than the FY03 level of \$106,000. (FY01 level was \$185,000 and \$155,000 in FY02).

5. Establishing a vehicle for 12 weeks of partial wage compensation for a person taking parental leave for the birth or adoption of a child. (Priority)

6. Development of a plan to achieve pay equity for employees in private industry furthering the goal of eliminating wage discrimination on the basis of gender.

7. Increase in teacher pay.

8. Increase in the minimum wage. (Priority)

9. Funding directed specifically toward low income women, allowing them to become home owners.

Equality

The 2002 Status of Iowa Women Report documents the need for continuing to improve the quality of life for women in this state. To achieve equality while improving the status of women, the ICSW recommends:

1. State funding to provide staff and support for the provision of technical assistance on educational equity for school districts and to monitor

implementation of Iowa's multicultural, gender-fair curriculum requirement as well as Title IX.

2. Gender balance on boards and commissions of political subdivisions of the state.

3. Provision of English as a Second Language adult education.

4. Amending the Iowa Civil Rights Act to prohibit discrimination on the basis of sexual orientation. (Priority)

Health

Good health is essential to leading a productive and fulfilling life and to participating fully in the economic, social, and political life of the state. It requires safe and healthful physical and social environments, sufficient incomes, safe and adequate housing, proper nutrition, preventive treatment, and education on maintaining healthful behaviors. It is an irony that many health care workers do not earn enough to afford their own health care coverage. To increase the quality of health in women, the ICSW supports:

1. Focusing on health care reform until health care coverage is accessible to all Iowans.

2. Full funding and implementation of the State's Children's Health Care Initiative (hawk-i), with consideration of available options including coverage of parents.

3. Expansion of Medicaid coverage to include parents of eligible children.

4. Continued funding for statewide chlamydia screening and treatment program.

5. Access to mammography, colposcopy, and screening for diabetes for low-income women without Medicaid.

6. Mandated insurance coverage for physician-

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recommended mammography for women with a family history of breast cancer.

7. Continued funding for follow-up treatment when screening for breast and cervical cancer indicates abnormalities.

8. Continued funding of family planning services through TANF at \$1.2 million and consider a \$200,000 increase to fully fund the program for one year. (Priority)

9. Access to all reproductive health care options for women as currently available.

10. Increased funding to programs for quality substance abuse treatment.

11. Increased reimbursement rate under Title XIX for dentists to care for children in WIC and Head Start programs.

12. Continued commitment and agreement made with Iowa communities to fund comprehensive adolescent pregnancy prevention and services for pregnant and parenting teens at the current \$1.3 million level. (Priority)

Insurance

In recognition of the needs of all persons to insure against the risks related to disability, retirement and death, and in particular noting the needs of persons following divorce or disability or death of a spouse, the ICSW supports:

1. Elimination of discriminatory practices on the basis of gender or marital status in the issuance or operation of any type of insurance policy, plan, program, or coverage, including but not limited to rates, payments, or benefits; for example, exclusion of obstetrical care for unwed dependents.

2. Continuing to reform health insurance coverage for the uninsured and underinsured.

3. Broadening the law that prohibits insurers from unlawful discrimination on the basis of domestic violence.

4. Expansion of relationship definition for family coverage insurance to include extended family members.

5. Parity for mental health and substance abuse care coverage. Private and public health insurance should be required to provide benefits for the same treatment of biologically-based mental illnesses under the same terms and conditions as for other illnesses. (Priority)

Justice

Women in Iowa have unique needs relative to the administration of justice in all areas, including legal assistance. The female prison population in Iowa is on the rise, climbing from fewer than 100 in 1985 to 642 at midyear 2001. The ICSW supports:

1. Strengthening and expanding community based corrections for people convicted of nonviolent and non-person crimes.

2. Restoration of state funding as a line item of \$950,000 for the Legal Services Grants Program administered by the Office of the Attorney General

3. Addressing child support issues, including:
a. Amendment to Code of Iowa Chapter 633.425 classifying unpaid child support first in payment of debts of an estate; and
b. Providing legal representation for persons seeking child support.

4. Elimination of mandatory sentencing and the 85% time served laws and restoring more discretion in sentencing for judges. (Priority)

5. Intensive residential community-based facility for drug offenders on probation.

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6. Restricting all 100 placements at the Iowa Juvenile Home to females.
7. Continuation of Court Appointed Special Advocate (CASA) program.
8. Funding for improved educational and career and technical training for women throughout Iowa's correctional system. Training for women and men should include parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.
9. Automatic restoration of voting rights for ex-felons upon completion of sentence and parole. (Priority)
10. Establishing and funding additional restorative justice programs.

Violence Against Women

Since 1990, 103 Iowa women and 11 Iowa men have been killed by their partners. In fiscal year 2001, 18,300 victims of domestic violence were served by programs receiving state dollars. That same year, 3,031 adult, teenage, and child survivors of sexual assault sought services from Iowa's sexual assault crisis centers. In light of the number and degree of violent incidents committed against women, the ICSW supports:

1. Restoration of funding for domestic violence and sexual assault programs as a line item in the state budget. (Priority)
2. Amending *Code of Iowa* Chapter 724.26, so that state law is the same as the federal law that prohibits persons who have committed domestic violence or who are subject to a no-contact order from possessing firearms.
3. Clarifying the definition of intent in *Code of Iowa* Chapter 709.1, Section 1, so that sexual

gratification need not be proven as an intent of the sexual assault offender.

4. Amending *Code of Iowa* Chapter 709.17 to prohibit requests for polygraph testing of rape victims.
5. Legislation to allow domestic violence victims to collect unemployment compensation if they are afraid to go to work after a documented domestic violence incident or forced to leave their jobs to assure their safety.
6. Legislation requiring community colleges, university campuses, and private postsecondary school premises to prescribe policies and procedures for handling sexual assault.
7. Lowered penalty for the use of false documents from a felony to an aggravated misdemeanor for battered immigrant women.
8. Amending *Code of Iowa* Chapter 701 to address the admissibility of evidence of prior sexual abuse offenses.

Welfare

To endorse Iowa's efforts to reform the welfare system, particularly to make services available that promote economic self-sufficiency, the ICSW supports:

1. Full funding for child care, education, and training for Family Investment Program (FIP) participants through the maintenance of effort requirement for Temporary Assistance for Needy Families (TANF).
2. Increased grant level for the Family Investment Program (FIP).
3. Continued medical coverage for former welfare recipients beyond the one-year limit to cover the

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gap between leaving public assistance and becoming totally self-sufficient.

4. Continued funding for the Family Development and Self-Sufficiency (FaDSS) program.
5. Full funding of the Emergency Assistance Program. (Priority)
6. Restoration of \$400,000 appropriation to the Homeless Shelters Operations Grant (HSOG) through the Department of Economic Development.
7. Dedication of revenue from real estate transfer tax to fund homeless shelters, low income housing, and rehabilitation.
8. A state housing trust fund compatible to federal proposal.

Administrative Proposals

The ICSW supports:

Aging Issues and Long-Term Care

1. Elimination of the nurse aide “challenge test.”

Economics

1. Promotion of state/federal dependent care pre-tax deductions for in-home day care, in-home nursing care, child day care, adult day care, and household services in conjunction with day care.
2. Promotion of earned income tax credit.
3. Amending the state plan for implementing the Workforce Investment Act to include a strong initiative for training women for nontraditional, higher-paying jobs.
4. Recommending CEUs for conferences or workshops which deal with the financial advice and

possible adverse consequences of practices dealing with wills and trusts for women.

5. Policies that promote job sharing and flex-time in employment.
6. Partner with the Iowa Finance Authority in an effort to educate Iowa women on the opportunities available for down payment assistance and low interest rate mortgages.
7. Raise awareness among Iowans of issues impacting home ownership among minority and immigrant populations, particularly those adversely affecting women and children.

Education

1. Continuation of affirmative strategies to promote opportunities for women and minority persons in educational administration, which in turn results in role models for students and a vehicle for change in the educational environment.
2. Increased educational support for programs that encourage females and minority students to study mathematics, science, and technology at all levels as well as to pursue careers related to mathematics, science, and computer technology.
3. Promotion of female participation in educational programs leading to nontraditional, higher-paying jobs.
4. Infusion of equity training and strategies for effectively working with diverse learners into the college level preparation programs for school administrators, teachers, counselors, and coaches. (To supplement, not replace the current human relations courses.)
5. Incentives for males and minorities to enroll in programs for training elementary education teachers and secondary family and consumer science teachers, and for females and minorities to enroll in

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programs of training for secondary industrial technology, mathematics, and science teachers.

6. Encouragement for school districts to use methods and resources already at their disposal to gain equitable treatment for young women and men and to ensure quality educational environments that ensure that all students achieve to their maximum potential.

Government

1. Making services through the Department of Human Services (DHS) more accessible and understandable particularly emphasizing the need for advocates for clients of DHS.

2. Continuing redesign of the delivery system for financial assistance services so that families are served more quickly and effectively, which includes one point of entry.

Health

1. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.

2. Guaranteed eligibility, upon approval of a Medicaid waiver, for family planning services up to 24 months after a pregnancy has ended.

3. Monitoring managed care for substance abuse and mental health treatment to insure that specific needs of women, including aftercare, are met.

4. Monitoring the delivery of services through Empowerment Zones, to assure that needs of families are being met.

5. Encouraging the state to apply for a federal waiver to allow state employees access to the hawk-i program.

6. Education on the illegality of female genital

mutilation (AKA female circumcision).

Justice

1. Monitoring the implementation of the Iowa Supreme Court's Equality in the Courts Task Force's final recommendations.

2. Continued education of judicial nominating commission members regarding the need to increase the number of women and minorities in the Iowa judiciary, and encouragement of judicial nominating commission members to give weight and consideration to relevant background and experience in the selection of candidates.

3. Improvement of the procedures for enforcement of financial settlements, including alimony and other judicial decisions.

4. Improvement of visiting policies for families at the Iowa Correctional Institution for Women, including monitoring the opening of the new visiting room.

5. Educating judges about the current law and problems created by nonpayment of support.

6. Monitoring the practice of telephone rebates at the Iowa Correctional Institution for Women.

7. Expansion of the Star Therapeutic Community Program currently in use at the Iowa Correctional Institute for Women.

8. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.

Violence Against Women

1. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.

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Study Proposals

The ICSW supports:

1. Study of issues related to the awarding of guardianships, conservatorships, and designation of other substitute decision-makers, taking into account the rights and needs of the parties involved.
2. Study of cost effectiveness of paying higher wages to CNAs in order to reduce turnover rate.
3. Study by the Consumer Protection Division of the Attorney General's Office and/or other appropriate agency of check-cashing centers and currency exchanges, payday loans, rent-to-own operations, pawn shops, and warranties for used cars, to ascertain extent of victimization of the working poor.
4. Study of materials to determine whether financial advisors are being encouraged to sell products (e.g. insurance, trusts, annuities) based on gender assumptions such as the incompetence or unwillingness of women to handle financial affairs.
5. Review of treatment of mental health patients in the judicial system and in health care.
6. Study of the need for substance abuse training for nurses.
7. Study of the compensation for workers in treatment programs for adolescent females.
8. Study a mechanism to expedite the reunification of parents with children taken away by the Department of Human Services.
9. Study of issues related to child custody, including judicial discretion, rulings of Iowa judges, consideration of primary caregiver presumption, and consideration of shared custody presumption.
10. Study of same-gender staffing policies for prisoners in other states related to privacy issues.
11. Study of the problems women offenders face when they are released from prison and re-enter a community in order to evaluate appropriate and meaningful solutions.
12. Study to change the law to lower the number of years required between applications for commutation and the factors required for consideration of accepting the request.
13. Study to determine the scope and nature of mandatory training in gender specific services for appropriate staff at all state agencies involved in juvenile justice as well as any juvenile justice agency that receives state funds.
14. Review of the statute of limitations in prosecution for child sexual abuse.
15. Study regarding the elimination of parental rights of a man who impregnates a woman in the course of rape.
16. Study a mechanism for storage of rape kits.
17. Study by Iowa Department of Public Health on sickle cell anemia, diabetes, infant mortality and keloid treatment in African-Americans.
18. Study to compare treatment of female and male athletes in Iowa high schools and Iowa high school athletic associations.

SOCIAL LIFE

The ICSW believes that in order to advocate for the full participation by women in the political, economic, and social life of the state, leaders in those areas need to be identified, recognized, and promoted as role models.

Cristine Wilson Medal for Equality and Justice

This award was established in 1982 and honors the woman who served on the Governor's Commission on the Status of Women and who first chaired the statutory Commission. From 1972 to 1976, Cristine Wilson led the Commission in combatting sex discrimination and in promoting equal opportunity. The medal is given to individuals--male or female--who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Past recipients include Governor Robert Ray, Mary Louise Smith, Sue Follon, Patricia Geadelmann, Minnette Doderer, Lonabelle Kaplan "Kappie" Spencer, Charles H. Bruner, Louise Rosenfield Noun, Mary Molen Wiberg, Betty Talkington, Maude Esther White, Naomi Christensen, Edna M. Griffin, Governor Terry E. Branstad, Suzanne O'Dea Schenken, and Jane Elliott.



Reverend Carlos Jayne personifies equality and justice. He is currently a lobbyist for social justice issues, having retired as a "second career" United Methodist pastor and serving as Legislative Advocate for the church for almost 20 years. His advocacy

includes issues affecting people who are homeless, in prison, experiencing discrimination, or trying to get off welfare. He is active in opposing gambling expansion, preserving the environment and the family farm, opposing reinstatement of the death penalty, advocating worker rights, immigrant rights and economic justice for all, moving the criminal justice

system toward restorative justice policies, supporting women's reproductive rights, establishing civil rights for gay and lesbian persons, and the prevention of gun violence. Jayne has been the coordinator for Iowa Human Needs Advocates; served on the Martin Luther King, Jr. Scholarship Committee for 15 years; is founder of Friends of Prisoners at Mitchellville, now known as Friends of Iowa Women Prisoners, and co-founder of the Justice Reform Consortium. He is past president of Citizens for Gambling Free Government, Des Moines Coalition for the Homeless and the Des Moines Area Hunger Hike. He served on both the Waterloo and Des Moines Human Rights Commissions. Jayne traveled to Nicaragua in 1984 with Witness for Peace and to the West Bank and Gaza Strip in 1988 and 1989 with Eyewitness Israel. In 1993, Jayne was awarded an Amnesty International Recognition for human rights work (Local Group 277). He was honored with the Cristine Wilson Medal for Equality and Justice in 2002.

Friends of ICSW Banquet

The ICSW provided staff support for the Friends of ICSW luncheon and program that followed the Iowa Women's Hall of Fame Ceremony and reception on August 24, 2002. Held at Younkers Tea Room in Des Moines, the luncheon featured Dr. Ruth White, administrator of the Iowa Commission on the Status of African Americans, speaking on "Education is the Key." State officials, Hall of Fame members, and Commissioners were specially recognized at the event, and the Friends of ICSW endowment fund winners were announced.

Iowa Women's Hall of Fame

The Iowa Women's Hall of Fame was established by the ICSW in 1975 to honor outstanding Iowa women. Each year four women, living or deceased, are recognized for their significant contributions to our society.

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The 29th Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 24, 2002 at the State Historical Building of Iowa, Des Moines. The reception in the atrium following the ceremony was funded by the Friends of the ICSW.

As usual, the ceremony was held close to Women's Equality Day, August 26, which commemorates the day in 1920 when American women first received the vote. At the ceremony, the Lt. Governor read the Women's Equality Day Proclamation.

Awards were presented to the recipients by Governor Thomas Vilsack, Lt. Governor Sally Pederson, Commission Chairperson Kimberly Painter, and Hall of Fame Chairperson Judge Brown.

The 2002 Hall of Fame Nominating Committee was composed of Judge Brown, committee chair; Holly Mennen, commissioner; Shawn Mullen, commissioner; Kimberly Painter, commission chairperson, *ex officio*; Patricia Ohlerking, State Historical Society of Iowa; and Sheila Sidles, Centerville attorney.

The honorees represented a wide range of interests and accomplishments and have made extraordinary contributions in their various fields.

The following are biographies of the 2002 inductees.



Bonnie Campbell

Bonnie Campbell of Washington D.C. is a staunch supporter of women's freedom from violence. Born in Norwich, New York in 1948, Campbell grew up in a modest family of dairy farmers and was the first person in her family to graduate from high school. While listening to a campaign speech at the age of 16, she was inspired to public service. After high school graduation, she moved to Washington, D.C. to work for the Department of Housing and Urban Development and later, for

three U.S. Senators. After moving to Iowa and a stint with U.S. Senator Culver, she became a full-time student at Drake University, earning a bachelor's degree in 1982 and a law degree in 1984. She chaired the Iowa Democratic Party for two years, the first woman to do so. Elected in 1990, she became Iowa's first woman Attorney General and while in office authored one of the nation's first anti-stalking laws. She ran unsuccessfully for governor in 1994. In 1995, President Clinton appointed Campbell as the first director of the Violence Against Women Office, an agency of the U.S. Department of Justice. In that position, Campbell had the opportunity to travel throughout the country and to other nations. After her service as a member of the U.S. Delegation to the United Nations' Fourth World Conference on Women held in Beijing, she became a leading spokesperson on international human rights. Named in *Time* magazine as one of the 25 most influential people in America in 1997, Campbell continues her work in private practice.



Sue Ellen Follon

Volga native Sue Ellen Follon was a visionary leader and advocate for women. The *Des Moines Register* described her impact in this way: "You may never have heard her name, but there's a good chance she has touched your life." From 1976 through 1984, Follon was the executive director of the Iowa Commission on the Status of Women. She worked to expand the Commission's influence and scope by revising rape and sexual abuse laws; holding public hearings on domestic abuse, displaced homemakers, and the feminization of poverty; sponsoring a conference and brochure on Title IX; and leading Iowa to become the first state in the nation to take legislative action to address inequities in many facets of life. Follon then went on to become the first woman to serve as Vice President at the University of Northern Iowa. As the Vice President of Educational and Student Services, she supervised

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Iowa Women's Hall of Fame Members

Mary Newbury Adams	Gertrude Dieken	Anna B. Lawther	Georgia Rogers Sievers
Bess Streeeter Aldrich	Minnette Doderer	Meridel Le Sueur	Ida B. Wise Smith
Julia Faltinson Anderson	A. Lillian Edmunds	Mabel Lee	Jeanne Montgomery Smith
Peg Stair Anderson	Lois Harper Eichacker	Twila Parker Lummer	Mary Louise Smith
Ruth Bluford Anderson	Mamie Doud Eisenhower	Arabella Mansfield	Marilyn E. Staples
Virginia Bedell	Beverly Everett	Ola Babcock Miller	Helen Navran Stein
Mildred Wirt Benson	Rosa Maria Escudé	Margaret "Peg" Mullen	Rowena Edson Stevens
Janice Ann Beran	de Findlay	Marilyn O. Murphy	Ruth Suckow
Professor Mary Jaylene Berg	Merle Wilna Fleming	Alice Van Wert Murray	Phebe W. Sudlow
Jessie Binford	Sue Ellen Follon	Janette Stevenson Murray	Sister Patricia Clare
Gladys B. Black	Lt. Colonel Phyllis L.	Louise Rosenfield Noun	Sullivan
Amelia Jenks Bloomer	Propp Fowle	Denise O'Brien	Adeline Morrison Swain
Joan Liffiring-Zug Bourret	Gwendolyn Fowler	Jessie M. Parker	Margaret Boeye Swanson
Sue M. Wilson Brown	Mary Garst	Ann Dearing Holtgren	Ruth Wildman Swenson
Charlotte Hughes Bruner	Betty Jean Furgerson	Pellegrino	Elaine Eisfelder Szymoniak
Fannie R. Buchanan	Willie Stevenson Glanton	Carolyn Pendray	Lois Hattery Tiffany
Bonnie Campbell	Susan Glaspell	Mary Louise Petersen	Evelyne Jobe Villines
Mary E. Domingues Campos	Mary Grefe	Mary Louisa Duncan Putnam	Nellie Verne Walker
Carrie Chapman Catt	Edna M. Griffin	Glenda Gates Riley	Jean Adeline Morgan
Betty Jean "Beje" Walker Clark	Virginia Harper	Louise Rosenfeld	Wanatee
Mary Frances Clarke, B.V.M.	Helen B. Henderson	Eve Rubenstein	Beulah E. Webb
Mary Jane Coggeshall	Dr. Nancy Hill	Shirley Ruedy	Mary Beaumont Welch
Roxanne Barton Conlin	Cora Bussy Hillis	Gertrude Durden Rush	Catherine Williams
Marguerite Esters Cothorn	Helen LeBaron Hilton	Edith Murphy Sackett	Cristine Swanson Wilson
Rosa Cunningham	Pearl Hogrefe	Agnes Samuelson	Annie Wittenmyer
Lynn Germain Cutler	Lou Henry Hoover	Annie Nowlin Savery	Maude Esther White
Jolly Ann Horton Davidson	Dorothy Houghton	Ruth Sayre	Mary E. Wood
Evelyn Davis	Phyllis Josephine Hughes, JD	Dorothy Schramm	
Jacqueline Day	Mabel Lossing Jones	Jessie Field Shambaugh	
Dr. Ursula Delworth	Alice Yost Jordan	Mary Jane Odell Siegler	

nine departments to help ensure the quality of student life. The hallmarks of her leadership were student-centeredness and leadership development. She was active in her community, working with civic groups, businesses, and local government. She made over 150 presentations from the local to the international level on the subjects of women's equality, leadership, higher education, and mentors for women and minorities. Follon earned a doctorate in higher education administration from Drake University in 1983. Born in 1942, Follon died on November 4, 1998, the day after voters passed the equal rights amendment to the Iowa Constitution.



Alice Yost Jordan

Internationally known, Alice Yost Jordan is one of the most distinguished and published American composers. She is best known for her choral and organ works numbering over 200, which have sold over 250,000 copies. A recital song, *Take Joy Home* (text: Jean Ingelow) commissioned by Sherrill Milnes, of Metropolitan Opera fame, and Jon Spong, pianist, received world-wide exposure on concert tours, was performed at the White House for a State Dinner in 1983 and is recorded on compact disc. Her arrangement of *America The Beautiful*,

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commissioned by the Iowa High School Music Association for the All-State Chorus and Orchestra, opens the All-State Festival Concert biennially. Other works commissioned by churches, universities and organizations across the United States total 40. Born in Davenport December 31, 1916, but a life-long resident of Des Moines, she graduated from Drake University, where she studied composition at the undergraduate and graduate levels with the late Dr. Francis J. Pyle. Grand View College conferred the Honorary Degree: Doctor of Letters in 1986. With her husband, the late Dr. Frank B. Jordan, former dean of the College of Fine Arts at Drake, she has been active in the cultural and educational life of Des Moines.



Shirley Ruedy

Shirley Ruedy of Cedar Rapids is a nationally recognized cancer journalist and survivor. Twice diagnosed with breast cancer, Ruedy conceived a biweekly “Cancer Update” column that The Gazette began publishing in 1991. By intertwining her original writings, guest columns by cancer experts, and readers’ questions, her column is devoted exclusively to cancer. It frequently addresses issues specific to women, including breast and uterine cancer, mammography, tamoxifen, and hormone replacement therapy. “Cancer Update,” perhaps the only such column in the United States, is carried in the Patient Education Center at the Mayo Clinic Women’s Cancer Program. Each October, in recognition of Breast Cancer Awareness Month, Ruedy runs a column she co-wrote with a surgeon about the life journey of a breast cancer cell. She not only reaches her audience through her column, but also as a speaker. Serving as a role model and positive advocate for all those who have been diagnosed with cancer, Ruedy says that “for women to be in full and equal participation in our society, they must first be alive.” She was born in Anamosa on January 14, 1936.

Write Women Back Into History **Statewide Essay Contest**

The *Write Women Back Into History* Essay Contest, cosponsored by the ICSW, the Iowa Department of Education, and the State Historical Society of Iowa, is administered each year by the ICSW and is open for participation by students in grades 6-9. Guidelines for the essay contest are made available on the ICSW’s website and were e-mailed to previously participating teachers. Announcement of the contest was made to Area Education Agencies and announced in the press and education-related publications. Teachers are asked to encourage their students to write an original essay about a woman who they believe should be written into history. The purpose of the contest is to celebrate Women’s History Month--March--and to increase the awareness of contributions made by Iowa women. Prizes are awarded to the first three winners and their teachers in the two grade divisions 6-7th and 8-9th. Special awards are given to the best essay on a woman volunteer and the best essays on women in science and engineering. Prizes include Women’s History Month books and other memorabilia. The first-place winners also receive cash prizes.

Judging: Teachers are encouraged to sponsor the contest in their classroom. One finalist may then be submitted from each classroom to be judged by a committee made up of Iowa writers, historians, activists, and representatives of the sponsoring agencies. The 2002 judges were Lora Allison; Sue Andersen, Iowa Department of Education; Carol Behrer, Youth Policy Institute of Iowa; Kristin Clark, Iowa United Methodist Church; Jan Huss, Iowa Department of Education; Angie Jameson, Iowa Coalition Against Sexual Assault; Carlos Jayne; Crystal Johnson, State Historical Society of Iowa; JoAnn Mackey, Iowa Department of Human Rights, Division on Latino Affairs; Joan Moll, Iowa Department of Human Rights; Amy Ostrander, Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning; and Frank Tribble, Iowa Civil Rights Commission.

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2002 *Write Women Back Into History* Statewide Essay Contest Winners

6-7 Grades Category Contest Winners

1st place: Brianna Routh
Parkview Middle School, Ankeny
Sponsoring teacher: Nick Pauly & Amy Akers

2nd place: Kathryn M. Skilton
Nashua Elementary
Sponsoring teacher: Brian Ortman

3rd Place: Lauren Davidson
Roosevelt Middle School, Cedar Rapids
Sponsoring teacher: Dianna Geers

8-9 Grades Category Contest Winners

1st place: Robert Martin
Central Academy, Des Moines
Sponsoring teacher: Janet Williams

2nd place: Alyssa Hedrick
Wilson Junior High School, Council Bluffs
Sponsoring teacher: Sue Griswold

3rd Place: Chelsea Combs
Central Academy, Des Moines
Sponsoring teacher: Russell Vanderhoef

Best Essays on Women in Science and Engineering 6-7 Grades

1st place: Kiersten Ruff
Wilson Junior High School, Council Bluffs
Sponsoring teacher: Sue Griswold

Best Essays on Women in Science and Engineering 8-9 Grades

1st place: Stephanie Schulze
Goodrell Middle School, Des Moines
Sponsoring teacher: Suzanne Case-Card

2nd place: Emily Nagle
Jefferson Junior High School, Dubuque
Sponsoring teacher: William Krocheski

Edith Rose Murphy Sackett Award on the Best Essays on a Woman Volunteer

Quinnetta Claytor
Central Academy, Des Moines
Sponsoring teacher: Jerry Leventhal



SECTION 3: Information/Participation

The Iowa Commission on the Status of Women (ICSW) office is a resource center for information on hundreds of topics relative to women and girls--publications, reference materials, and videotapes. And as mandated by the Code of Iowa, the ICSW provides assistance to organized efforts by communities, organizations, associations, government agencies, and other groups working toward the improvement of the status of women in Iowa.

INFORMATION

The ICSW provides information to the public and elected officials on many issues, including the status of Iowa women, nontraditional jobs, divorce, sexual harassment, gender-fair curriculum in education, and more.

Advocacy Directory

Originally undertaken jointly by the American Association of University Women, Iowa Division, and the ICSW, with updating funded by the Family Community Leadership, the statewide advocacy directory was designed to provide a computerized guide to networks on women's issues in Iowa. In 2001 the directory was continually expanded and updated; approximately 6,200 persons are in the database for one or more of the 66 categories of interest and/or experience. As an ongoing commission program, the directory will continue to expand its database and its usefulness throughout the state, and additional persons and organizations will be identified on a regular basis. Printouts of category lists are available for a minimal fee from the ICSW; the Iowa women's organizations listing is free.

Internship/Volunteer Opportunities

The ICSW continued contact about available internships in its office to four-year colleges and universities statewide. Interns were selected for the spring and summer semester. Many schools placed the announcements in internship directories at their career planning and placement offices.

Media

The ICSW Executive Director serves as a media spokesperson for the Commission on issues relative to women across the state. During 2002, media contacts and topics discussed included: *Cityview*, status of Iowa women and women in politics; *The Des Moines Register*, equal pay day, Mildred Wirt Benson, Louis Noun, Iowa Women's Hall of Fame, Institute for Women's Policy Research report, and women over 50; Radio Iowa, WAACs and Fort Des Moines; and WHO Radio, equal pay day and Mother's Day.

Publications

Cristine Wilson Award Recipients: In 1999 the ICSW developed a small publication featuring the Cristine Wilson Medal recipients. The piece was updated in 2002 and printed and posted to the website prior to the Iowa Women's Hall of Fame Ceremony--when the award is presented.

Financial Safety Planning for Older Women: The ICSW teamed with the Department of Elder Affairs and the Iowa Coalition Against Domestic Violence to update the safety and finance publication for older women who are in domestic violence situations. It was reprinted in 2000.

Iowa Women and the Law: The ICSW initiated a revision by volunteer attorneys in conjunction with attorney Roxann Ryan. It answers various legal questions, from citizenship to domestic violence. It was printed by the Iowa State Bar Association in

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both English and Spanish versions in 2002.

IoWoman: The ICSW edited six issues of this Friends of the Iowa Commission on the Status of Women bimonthly newsletter in 2002. The publication serves to inform Iowans of state and federal legislation and state and national issues, programs, and services of particular concern to women. In 2002, approximately 8,500 individuals and organizations received the *IoWoman* via mail or e-mail. A portion of the printing and postage was paid for by the Friends.

Divorce: Things to Consider: The ICSW initiated a revision of this report with Evie Ochletree of the Legal Services Corporation of Iowa, which gives a broad overview of issues to consider in obtaining a divorce. It was printed in 2002.

2002 Status of Iowa Women Report: The ICSW revised the report. It will be printed in 2003. The 2002, 7th Edition report comprises information on population, education, health, economics, justice, and politics.

Publications Available/Distributed Upon Request in 2002	#
2002 Proposals to the Governor and General Assembly	76
Advocacy Directories on Specific Subject/Category of Interest	15
Credit Rights Card (1992)	1
<i>Contingency Workers Study</i> (2001)	35
<i>Cristine Wilson Medal for Equality and Justice</i> (2001)	28
<i>Divorce: Things to Consider</i> (1998)	220
<i>Exploring Nontraditional Occupations for Women: Is This Job for You?</i> video	12
<i>Female Juvenile Justice</i> (1996)	28
<i>Financial Safety Planning for Older Women</i> (2000)	170
<i>Iowa Certified Nursing Assistant Wage and Benefit Survey</i> (2001)	27
<i>Iowa Commission on the Status of Women 2000 Annual Report</i>	167
Iowa Commission on the Status of Women Brochure (2001)	414
Iowa Gender-Specific Services Task Force Brochure (2001)	193
<i>Iowa Gender Wage Study</i> (2000)	57
<i>Iowa Women and the Law</i> (English) (2002)	928
<i>Iowa Women and the Law</i> (Spanish) (1997)	2
<i>Iowa Women's Hall of Fame Biography Book</i> (2001)	59
<i>How to Get Your Bearings. How to Get a Job</i> (1998)	628
<i>Pregnancy Factsheet</i>	72
<i>Promising Directions: Programs that Serve Iowa Girls in a Single-Sex Environment</i> (2000)	70
<i>Providing Gender-Specific Services for Adolescent Female Offenders</i> (1999)	156
<i>Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses</i> (2000)	360
<i>Sexism in Education</i> (2001)	69
<i>Sexual Harassment: It's Against the Law</i> (2001)	93
<i>Status of Iowa Women Report</i> (2001)	59
<i>Why Not Women?</i> brochure on nontraditional jobs (1998)	61

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Current Video/Audio Tapes

- A Century of Women -- Image and Popular Culture* (1/2" VHS) 1995-96
A Century of Women -- Sexuality and Social Justice (1/2" VHS) 1995-96
A Century of Women -- Work and Family (1/2" VHS) 1995-96
Equality: A History of the Women's Movement in America (1/2" VHS) 1996
Exploring Nontraditional Occupations for Women: Is This Job For You? (1/2" VHS) 1992
The Feminization of Poverty...Is This Happening in Iowa? (1/2" VHS and 3/4" videotape) 1983
A Fine and Long Tradition (1/2" VHS) 1996
One Fine Day -- A Celebration of American Women from the 18th Century to the Present (1/2" VHS) 1987
League of Women Voters of Iowa -- video history interviews, 8 tapes (1/2" VHS) 1995-1996
Making Points—Examines sexual stereotyping for adolescents (1/2" VHS) 1987
School House Rock: History Rock (1/2" VHS) 1987
Show Me The Money: Paycheck Negotiation Workshop (1/2" VHS) 2001
Stop It: Students Speak Out About Sexual Harassment (1/2" VHS) 1994
The Uses of Suffrage: Women, Politics and Social Change Since 1920 (1/2" VHS) 1996
Voices of Women: Thinking Globally, Acting Locally (1/2" VHS) 1995
Women on Stamps (1/2" VHS) 1995

30th Annual Report: The ICSW wrote, printed, and distributed its *2001 Annual Report*. Copies of the report were sent to the Governor, key legislators, and other interested parties.

Other: In addition to the previously listed publications, the ICSW reprinted its publications on women and minorities in small business, sexism in education, sexual harassment and advocacy directory. Video and audio tapes on various topics are also available for public access.

Technology/Web Site

Contained on the site are such items as ICSW publications, including *IoWoman* newsletters; information on projects such as Women's History Month, Iowa Women's Hall of Fame and Gender-Specific Services Task Force; calendar of events; and legislation. Staff update the site on a regular basis. The activity of the site has increased during 2002.

Information/Referral

ICSW responded to calls year-round from individuals who sought help and/or information on issues related to women's rights. Contacts, including

servicing on task forces and committees, for the year totaled 3,446 of which 55 were unequal status/discrimination calls and 157 were from persons at-risk.

PARTICIPATION

As mandated by the Code of Iowa, the ICSW participates in many activities/events and serves on committees/task forces to represent the interests of Iowa women. The ICSW participated in the following during 2002:

Grant Reviews

The ICSW reviewed grant proposals for domestic violence and sexual assault projects for the Crime Victim Assistance Division of the Office of the Attorney General and Iowa Coalition Against Sexual Assault for education and prevention fund. The ICSW also reviewed grant denial appeals for Iowa Coalition Against Sexual Assault. (See Challenge Grant on page 34 for additional grant reviews.)

Exhibits

In order to disseminate important information about women, the ICSW often exhibits at conferences and

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fairs and/or provides information to conference attendees. In 2002, the Commission exhibited at the Celebrating Women/Celebrating Life, Des Moines; Family Planning Council of Iowa Conference, West Des Moines; Iowa CareGivers Association Conference; Risky Business Conference, Ames; and Whispers & Screams, Ames.

Public-speaking Engagements

Throughout the year, the ICSW was asked by many organizations, schools, and other interested parties to speak on issues related to women in the state. In 2002, ICSW spoke to the following: American Association of University Women - Cedar Falls (Iowa Women's Hall of Fame), Des Moines Area Community College class (status of women and ICSW); Equity Conference (education issues and gender); Formulas for Successful Girls, American Association of University Women -- Denison (women's history and ICSW); Iowa Civil Rights Commission (comparable worth and pay equity); Iowa State University (ICSW 2002 proposals and legislative action); Oskaloosa Women's Club (Iowa Women's Hall of Fame); Westminster Presbyterian Church, Des Moines (legislative issues); Soroptomists Club, Des Moines (Iowa Women's Hall of Fame); and West Des Moines Alternative High School (steps toward self-sufficiency).

Sponsorships

The ICSW sponsored Institute for Women's Policy Research report on the status of women in Iowa and Whispers & Screams (see page 35 for information).

Other

Iowa Council for International Understanding:

The ICSW meets with worldwide women leaders through the Council. At the meetings, exchanges are made on programs and initiatives designed to elevate the status of women. Representatives with whom the ICSW met in 2002 were from the Ukraine.

Mothers in Prison, Children in Crisis Rally:

The ICSW assisted Friends of Iowa Women Prisoners in organizing a rally at the State Capitol in Des Moines to coincide with Mother's Day. The rally was intended to call attention to the number of mothers in prison who are convicted of nonviolent crimes and would be better served in community treatment programs.

National Association of Commissions for Women (NACW):

Commission Chair Kimberly Painter attended the 2002 NACW Convention.

Ola Babcock Miller Building Dedication

Ceremony: The ICSW initiated a workgroup to plan a dedication ceremony for the renaming of the Old Historical Building as the Ola Babcock Miller State Office Building after Iowa's first female Secretary of State. The dedication ceremony was held on January 31, 2002.

Additional Participation

American Society for Public Administration
Bridges Out of Poverty
Chrysalis Foundation Breakfasts for Women
Chrysalis Foundation luncheon
Coalition for Healthy and Safe Families and Communities
English Only Rally
Fort Des Moines Memorial Park and Education Center Board of Directors
Friends of Iowa Civil Rights, Inc. and Friends of Iowa Civil Rights, Inc. diversity conference planning committee
Friends of Iowa Civil Rights, Inc. Awards Luncheon
Friends of ICSW
Friends of Iowa Women Prisoners
Friends of Iowa Women Prisoners Legislative Forum
Friends of Legal Services
Governor's Conference on Aging Steering Committee and Marketing Subcommittee
Governor's Formal Signing of SF2100, dating violence bill

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Governor's Golden Dome Awards Ceremony
Governor's Proclamation of October as Domestic Abuse Awareness Month
Grassroots Leadership Retreat (Center for Policy Alternatives)
Institute of Women's Policy Research
Iowa Arthritis Task Force
Iowa CareGivers Association 10th Anniversary Luncheon
Iowa CareGivers Association conference planning committee
Iowa Coalition Against Domestic Violence and Iowa Coalition Against Sexual Assault lobbying rally
Iowa Coalition Against Domestic Violence Gold Seal Awards Luncheon
Iowa Department of Human Rights, Human Rights Administrative Coordinating Council
Iowa Domestic Abuse Death Review Team
Iowa Educational Equity Council
Iowa Gender-Specific Services Task Force
Iowa Human Needs Advocates
Iowa Juvenile Home Foundation Board of Directors
Iowa Public Television preview of "And Thou Shalt Honor"
Iowa Women in Public Policy
Latino Heritage Festival Committee and Education subcommittee
Legislative Liaisons
National Association of Social Workers - Iowa Chapter's Membership Committee
New Economy Enterprise Planning Team
Nexus Executive's Women's Alliance
Public Information Officers
STOP Violence Against Women Coordinating Council
TANF reauthorization teleconference
Welfare Reform Advisory Group
Women Aware Women of Excellence Banquet
Women in the Workplace Forum
Women of Influence Reception, *Business Record*
Women Work! conference call on Invisible Again

Women You Know, Women You Want to Meet event
Youth Development Task Force

SECTION 4: Contractual Agreements

The Iowa Commission on the Status of Women (ICSW) has contractual agreements to administer state fund appropriations to public and private nonprofit programs providing services to Iowans in Transition (displaced homemakers and female offenders) and to administer state fund appropriations to the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA) for training on issues related to domestic violence and sexual assault.

IOWANS IN TRANSITION GRANTS

During fiscal year 2002, the ICSW administered \$155,000 in state fund appropriations as grants to seven public and private nonprofit programs providing services to displaced homemakers, single parents, and female offenders, or Iowans in Transition. (An additional award of \$17,000 was recommended for Indian Hills Community College, but no contract was issued.) Displaced homemakers are individuals who have worked principally in the home providing unpaid household services for family members. They are persons who are unemployed or underemployed; have had or would have difficulty finding appropriate paid employment; and have been dependent on the income of another family member or on government assistance, and are no longer supported by that income. Programs that work with displaced homemakers, single parents, and female offenders help them deal with the trauma of their situation and prepare them for education and training toward self-sufficiency.

Reports from the programs with grants during fiscal year 2002 show a total of 1,638 (885 displaced homemakers, 629 single parents, and 124 female offenders) were served with counseling (1,445 persons); support services (641); workshop seminars (914); ABE, GED, and English as a Second Language (156); academic upgrading (398); and training for a degree (1,052). At intake, 43 percent were receiving welfare. Of those served, 1,527 were women and 111 were men. Racial breakdown follows: 1,307 whites, 168 African-American, 79 Latinas, 59 American Indians, 9 Asian-Pacific Islander and 16 unknown. Since July 1999, 16 of the 23 programs serving displaced homemakers in Iowa have closed. Nine of those programs had received ICSW Iowans in Transition grant funding.

Fiscal Year 2003 Grants: The ICSW administered \$106,000 in grants for fiscal year 2003 -- decreased 46 percent from \$198,000 in FY2001. Applicants for the grants were accepted from freestanding

Fiscal Year 2002 Iowans In Transition Grant Recipients	
Community Programs	
Women Aware, Inc., Sioux City	\$30,000
Community Colleges (Iowa New Choices Programs)	
Des Moines Area Community College, Boone/Carroll	\$26,000
Des Moines Area Community College, Des Moines	\$20,000
Eastern Iowa Community College District, Davenport	\$15,000
Community College (Continued)	
Indian Hills Community College, Ottumwa*	\$17,000
Iowa Lakes Community College, Estherville	\$27,000
Northeast Iowa Community College, Calmar/Dubuque	\$21,000
Southwestern Community College, Creston	\$16,000
*Recommended award was not contracted due to a significant change in program personnel, finalized budget, and lack of ability to meet goals.	

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Fiscal Year 2003 Iowans In Transition Grant Recipients	
Community Programs	
Women Aware, Inc., Sioux City	\$23,000
Community Colleges (Iowa New Choices Programs)	
Des Moines Area Community College, Boone/Carroll	\$22,500
Des Moines Area Community College, Des Moines	\$17,000
Iowa Lakes Community College, Estherville	\$25,000
Northeast Iowa Community College, Calmar/Dubuque	\$18,500

entities and subgroups or special programs sponsored by a larger organization. Thirteen applications were received from the programs located statewide. In June, the six-member Iowans in Transition Grant Review and Selection Committee met and made grant recommendations. The committee included Vicki Brown, Chair; Angie Jameson; Lorie McCormick; Joan Moll; Jule Reynolds; and Charlotte Nelson, *ex officio*. Eight grant proposal applications were denied due to insufficient funding.

Iowa New Choices: The Commission participated in monthly telenet meetings with displaced homemaker/single parent and sex equity program coordinators, focusing on recent federal legislation removing set-asides for those programs and other pertinent issues.

VIOLENCE AGAINST WOMEN

Addressing the priority area of violence against women is done through a cooperative relationship with the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA). Resources and information are shared among the offices, thereby enhancing the ICSW's ability to carry out its responsibilities through interaction with these private, nonprofit agencies. Together, they work to strengthen efforts to prevent sexual assault and domestic violence, and to support programs that provide services to victims.

The two organizations were located with the ICSW until April of 1995.

Fiscal Year 2002: The ICSW administered state fund appropriations of \$21,000 to IowaCASA to provide training to the public and community professionals on issues of sexual assault. ICADV was awarded \$21,000 to provide training to the general public, criminal justice system personnel, and community professionals on issues of domestic violence.

Fiscal Year 2003: The ICSW administered state fund appropriations of \$15,000 to IowaCASA to provide training to the public and community professionals on issues of sexual assault. ICADV was awarded \$15,000 to provide training to the general public, criminal justice system personnel, and community professionals on issues of domestic violence.

CHALLENGE GRANT

Iowa Gender-Specific Services Task Force

The ICSW renewed its intra-agency contract with the Iowa Division of Criminal and Juvenile Justice Planning (CJJP) to provide staff support to the Iowa Gender-Specific Services Task Force funded through a U.S. Department of Justice Challenge Grant. A leased co-employee with the Commission

fulfills the contract terms, including convening the monthly Task Force activities. The Iowa Juvenile Justice Advisory Council developed the Task Force to oversee CJJP's and the State Advisory Group's activities as well as make recommendations related to gender-specific services. The Task Force involves key stakeholders in Iowa's juvenile justice system, particularly service providers who want comprehensive system change that reflects gender equity for girls and young women. The ICSW made periodic presentations to the Iowa Juvenile Justice Advisory Council on the progress of the Challenge Grant Project.

“Whispers and Screams”

Conference

Directed by the Task Force, the ICSW coordinated the conference, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 6: Developing Lasting Commitments to Girls – Communities, Programs & Leadership*, which was held May 16-17, 2002 in Ames. 174 individuals from Iowa and nearby states participated in the two-day event. Keynote speakers were Dr. Terry Tafoya, executive director of Tamanawit Unlimited, clinical psychologist and traditional Native American storyteller; Helen Pitts Miller, J.D., executive director of the Young at Art Foundation; and Melissa Farley, Ph.D., director of Prostitution Research & Education and research and clinical psychologist. Dr. Tafoya focused on community outreach to girls and the prevention of chemical dependency, sexual abuse and juvenile crime while Miller addressed enrichment activities for children that assist them with developing knowledge and skills that enable them to become productive citizens. Dr. Farley discussed the appropriate justice and community response to prostitution, given that the average age of entry into prostitution is 13-14 years old. The ICSW also began coordination for the annual conference to be held May 1-2, 2003, *Whispers & Screams are hard to hear: Creating*

an audience for girls' voices, Chapter 7: Peace for Girls.

“Girls, Relationships & Sexuality”

Intensive Retreat

The ICSW organized an intensive retreat for members of the Iowa Gender-Specific Services Task Force and other invited professionals on October 4, 2002. The retreat, entitled “Girls, Relationships & Sexuality” featured a day long presentation by Krista Jacob, writer, speaker and reproductive health counselor. She assisted participants with exploring their own attitudes about sexuality and sexual violence and provided valuable practical activities that could also be used with young people.

Gender-Specific Program

Evaluation

Two program evaluation proposals for gender-specific services for girls were funded by ICSW in 2001. The evaluation results for one of the projects, Girls' Circle, an after-school prevention program for girls ages 11-15, were presented to the Gender Specific Service Task Force in 2002. The results of the second evaluation completed by *Foundation 2 Discoveries*, a day-treatment program for girls ages 14-17 who are involved with juvenile court, requested and received an extension. Results will be received in March 2003. Evaluation results will be examined further by the Task Force and will be incorporated as appropriate into other Task Force activities.

Section 4

Community Planning Initiative and Young Women's Empowerment Events Funding

The ICSW prepared and announced a request for proposals for two separate projects. A Community Planning Initiative Gender-Specific Services for Young Women Pilot Project and Young Women's Empowerment Events/Retreats. The intention for the Community Planning Initiative will be to assist with a pilot planning project to intentionally plan to meet the needs of young women involved in the child welfare/juvenile justice system and for those at risk for involvement in the system. The intention for the Young Women's Empowerment Events was to see that at least four local young women's events/retreats provide safe space for young women from different walks of life to express themselves, learn leadership skills, and make allies. Proposals were submitted and reviewed by a subcommittee of the Gender Specific Services Task Force in December. Four sites were chosen to provide the Young Women's Empowerment Events: West Burlington, Cedar Rapids, Calmar, and Waterloo. Linn County was chosen as the site for the Community Planning Initiative. All projects will begin January 1, 2003.

Girl Connection Newsletter

Three editions of the Girl Connection letter were written and distributed to over 500 recipients - Spring 2002: "Strong, Smart & Bold: Empowering Girls for Life"; Summer 2002: "Love is Not Abuse: A Reality Check About Dating Violence"; Winter 2002: "Is the Internet a Threat to Girls".

Other

In January, the Task Force's Community Planning work group held a two-day workshop, which included technical assistance from two planning experts, Paula Schaefer, director of Planning for Female Offenders Unit, Minnesota Dept. of

Corrections and Don Johnson, a community planning consultant from Developmental Services Group. During this workshop, the group drafted a nine-stage Community Readiness Tool for gender and a culturally responsive continuum of care for girls. In partnership with CJJP, staff met with the Linn County Decat Executive Committee and Sixth Judicial District Juvenile Court on issues facing at-risk girls. Staff reviewed aftercare grants for CJJP and the Juvenile Justice Advisory Council. Members also attended training for helping professionals, adolescent females, and addressing the needs of girls at risk for delinquent behavior. In addition, Task Force members provided trainings beyond the annual conference and retreat throughout the year. A presentation on gender-specific services was given at the Equity Conference.

SECTION 5: Code of Iowa

CHAPTER 216A

DEPARTMENT OF HUMAN RIGHTS

This chapter not enacted as a part of this title;
transferred from chapter 601K in Code 1993

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SUBCHAPTER 10

DIVISION ON THE STATUS OF AFRICAN-AMERICANS

- 216A.141 Definitions.
216A.142 Establishment.

- 216A.143 Meetings of the commission.
216A.144 Objectives of commission.
216A.145 Employees and responsibility.
216A.146 Duties.
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216A.148 Access to information.
216A.149 Annual report.

SUBCHAPTER 1

ADMINISTRATION

216A.1 Department of human rights.

A department of human rights is created, with the following divisions:

1. Division of Latino affairs.
2. Division on the status of women.
3. Division of persons with disabilities.
4. Division of community action agencies.
5. Division of deaf services.
6. Division of criminal and juvenile justice planning.
7. Division on the status of African-Americans.

86 Acts, ch 1245, § 1201

C87, § 601K.1

87 Acts, ch 115, §70; 88 Acts, ch 1277, §27; 89 Acts, ch 83, §78; 90 Acts, ch 1180, § 2; 91 Acts, ch 50, § 2; 91 Acts, ch 109, § 8

C93, § 216A.1

216A.2 Appointment of department director and administrators.

The governor shall appoint a director of the department of human rights, subject to confirmation by the senate. The department director shall serve at the pleasure of the governor. The department director shall:

1. Establish general operating policies for the department to provide general uniformity among the divisions while providing for necessary flexibility.
2. Receive budgets submitted by each commission and reconcile the budgets among the divisions. The department director shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.
3. Coordinate and supervise personnel services and shared administrative support services to assure maximum support and assistance to the divisions.
4. Identify and, with the chief administrative officers of each division, facilitate the opportunities for consolidation and efficiencies within the department.
5. In cooperation with the commissions, make recommendations to the governor regarding the appointment of the administrator of each division.
6. Serve as an ex officio member of all commissions or

councils within the department.

7. Serve as chairperson of the human rights administrative-coordinating council.

8. Evaluate each administrator, after receiving recommendations from the appropriate commissions or councils, and submit a written report of the completed evaluations to the governor and the appropriate commissions or councils, annually.

The governor shall appoint the administrators of each of the divisions subject to confirmation by the senate. Each administrator shall serve at the pleasure of the governor and is exempt from the merit systems provisions of chapter 19A. The governor shall set the salary of the division administrators within the ranges set by the general assembly.

99 Acts, ch 201, §10,11

Subsection 9 stricken

Unnumbered paragraph 2 amended

216A.3 Human rights administrative-coordinating council.

1. A human rights administrative coordinating council composed of nine members is created within the department of human rights. The council is composed of the director, who shall act as the chairperson of the council, and the administrators within the department.

2. The council shall meet periodically to:

- a. Identify areas where the divisions within the department might coordinate efforts or share administrative or other support functions to provide greater efficiencies in operation including, but not limited to, accounting, clerical, record keeping, and administrative support functions.
- b. Develop cooperative arrangements and shared services among the divisions to achieve greater efficiencies, and may establish contracts and agreements between or among the divisions to provide for shared services.
- c. Transfer funds within the divisions agreeing to shared services for the implementation of the contracts or agreements between divisions.
- d. Make recommendations to the governor and general assembly regarding additional consolidation and coordination that would require legislative action.
- e. Advise the department director regarding actions by and for the department.

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f. Establish goals and objectives for the department.
86 Acts, ch 1245, § 1203
C87, § 601K.3
88 Acts, ch 1277, §28; 90 Acts, ch 1180, § 4
C93, § 216A.3

216A.4 Definitions.

For purposes of this chapter, unless the context otherwise requires:

1. “*Department*” means the department of human rights.
2. “*Department director*” means the director of the department of human rights.
86 Acts, ch 1245, § 1204
C87, § 601K.4
90 Acts, ch 1180, § 5
C93, § 216A.4

216A.5 Repeal. Repealed by 97 Acts, ch 52, § 1.

216A.6 Confidentiality of individual client advocacy records.

1. For purposes of this section, unless the context otherwise requires:
 - a. “*Advocacy services*” means services in which a department staff member writes or speaks in support of a client or a client’s cause or refers a person to another service to help alleviate or solve a problem.
 - b. “*Individual client advocacy records*” means those files or records which pertain to problems divulged by a client to the department or any related papers or records which are released to the department about a client for the purpose of assisting the client.
2. Information pertaining to clients receiving advocacy services shall be held confidential, including but not limited to the following:
 - a. Names and addresses of clients receiving advocacy services.
 - b. Information about a client reported on the initial advocacy intake form and all documents, information, or other material relating to the advocacy issues or to the client which could identify the client, or divulge information about the client.
 - c. Information concerning the social or economic conditions or circumstances of particular clients who are receiving or have received advocacy services.
 - d. Department or division evaluations of information about a person seeking or receiving advocacy services.
 - e. Medical or psychiatric data, including diagnoses and past histories of disease or disability, concerning a person seeking or receiving advocacy services.
 - f. Legal data, including records which represent or constitute the work product of an attorney, which are

related to a person seeking or receiving advocacy services.

3. Information described in subsection 2 shall not be disclosed or used by any person or agency except for purposes of administration of advocacy services, and shall not be disclosed to or used by a person or agency outside the department except upon consent of the client as evidenced by a signed release.

4. This section does not restrict the disclosure or use of information regarding the cost, purpose, number of clients served or assisted, and results of an advocacy program administered by the department, and other general and statistical information, so long as the information does not identify particular clients or persons provided with advocacy services.

88 Acts, ch 1106, §1
C89, § 601K.6
C93, § 216A.6

216A.7 through 216A.10 Reserved.

SUBCHAPTER 4

DIVISION ON THE STATUS OF WOMEN

216A.51 Definitions.

For purposes of this subchapter, unless the context otherwise requires:

1. “*Administrator*” means the administrator of the division on the status of women of the department of human rights.
2. “*Commission*” means the commission on the status of women.
3. “*Division*” means the division on the status of women of the department of human rights.
86 Acts, ch 1245, § 1221
C87, § 601K.51
87 Acts, ch 115, § 2
C93, § 216A.51

216A.52 Commission created.

The commission on the status of women is created, composed of thirteen members as follows:

1. Four members of the general assembly serving as ex officio nonvoting members, one to be appointed by the speaker of the house from the membership of the house, one to be appointed by the minority leader of the house from the membership of the house, one to be appointed by the president of the senate, after consultation with the majority leader of the senate, from the membership

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of the senate, and one to be appointed by the minority leader of the senate, after consultation with the president of the senate, from the membership of the senate.

2. Nine members to be appointed by the governor representing a cross section of the citizens of the state, subject to confirmation by the senate.

No more than a simple majority of the commission shall be of the same political party. The members of the commission shall elect one of its members to serve as chairperson of the commission.

86 Acts, ch 1245, § 1222

C87, § 601K.52

88 Acts, ch 1150, §2; 90 Acts, ch 1223, § 30

C93, § 216A.52

216A.53 Term of office.

Four of the members appointed to the initial commission shall be designated by the governor to serve two-year terms, and five shall be designated by the governor to serve four-year terms. The legislative members of the commission shall be appointed to four-year terms of office, two of which shall expire every two years unless sooner terminated by a commission member ceasing to be a member of the general assembly. Succeeding appointments shall be for a term of four years. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment.

86 Acts, ch 1245, § 1223

C87, § 601K.53

88 Acts, ch 1150, § 3

C93, § 216A.53

216A.54 Meetings of the commission.

The commission shall meet at least six times each year, and shall hold special meetings on the call of the chairperson. The commission shall adopt rules pursuant to chapter 17A as it deems necessary for the commission and division. The members of the commission shall receive a per diem as specified in section 7E.6 and be reimbursed for actual expenses while engaged in their official duties. Legislative members of the commission shall receive payment pursuant to sections 2.10 and 2.12.

86 Acts, ch 1245, § 1224

C87, § 601K.54

88 Acts, ch 1150, §4; 90 Acts, ch 1256, § 52

C93, § 216A.54

216A.55 Objectives of commission.

The commission shall study the changing needs and problems of the women of this state, and develop and recommend new programs and constructive action to

the governor and the general assembly, including but not limited to, the following areas:

1. Public and private employment policies and practices.
2. Iowa labor laws.
3. Legal treatment relating to political and civil rights.
4. The family and the employed woman.
5. Expanded programs to help women as wives, mothers, and workers.

6. Women as citizen volunteers.

7. Education.

86 Acts, ch 1245, § 1225

C87, § 601K.55

C93, § 216A.55

216A.56 Employees and responsibility.

The commission shall employ other necessary employees. Pursuant to section 216A.2, the commission shall have responsibility for budgetary and personnel decisions for the commission and division. The administrator shall carry out programs and policies as determined by the commission.

86 Acts, ch 1245, § 1226

C87, § 601K.56

C93, § 216A.56

216A.57 Duties.

The commission shall:

1. Serve as a clearinghouse on programs and agencies operating to assist women.
2. Conduct conferences.
3. Cooperate with governmental agencies to assist them in equalizing opportunities between men and women in employment and in expanding women's rights and opportunities.
4. Serve as the central permanent agency for the development of services for women.
5. Cooperate with public and private agencies in joint efforts to study and resolve problems relating to the status of women.

6. Publish and disseminate information relating to women and develop other educational programs.

7. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of women's status.

86 Acts, ch 1245, § 1227

C87, § 601K.57

C93, § 216A.57

216A.58 Additional authority.

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.57 and

this section.

2. Hold hearings.

3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 216A.55.

4. Seek advice and counsel of informed individuals, or any agricultural, industrial, professional, labor or trade association, or civic group in the accomplishment of the objectives of the commission.

5. Accept grants of money or property from the federal government or any other source, and may upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

86 Acts, ch 1245, § 1228

C87, § 601K.58

C93, § 216A.58

216A.59 Access to information.

The commission shall have access to all nonconfidential records, data, information, and statistics of all departments, boards, commissions, agencies, and institutions of this state, and upon terms which may be mutually agreed upon, have studies and research conducted.

86 Acts, ch 1245, § 1229

C87, § 601K.59

C93, § 216A.59

216A.60 Annual report.

Not later than February 1 of each year the commission shall file a report with the governor and the general assembly of its proceedings for the previous calendar year, and may submit with the report such recommendations pertaining to its affairs as it deems desirous, including recommendations for legislative consideration and other action it deems necessary.

86 Acts, ch 1245, § 1230

C87, § 601K.60

C93, § 216A.60

216A.61 through 216A.70 Reserved.

SECTION 6: Iowa Administrative Code

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Status of Women[435]

IAC 5/19/99

STATUS OF WOMEN DIVISION[435]

Created within the Human Rights Department [421] by Iowa Code section 601K.52
Prior to 7/15/87, See Status of Women [800]

CHAPTER 1 DESCRIPTION

- 1.1(216A) Composition
- 1.2(216A) Meetings
- 1.3(216A) Purpose

CHAPTER 2 DUTIES

- 2.1(216A) Information
- 2.2(216A) Authority

CHAPTER 3 IOWA WOMEN'S HALL OF FAME

- 3.1(216A) Purpose
- 3.2(216A) Committee
- 3.3(216A) Selections procedure
- 3.4(216A) Cristine Wilson Medal for Equality and Justice

CHAPTER 4 PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

- 4.1(22) Adoption by reference
- 4.2(22) Custodian of records

CHAPTER 5

IOWANS IN TRANSITION

- 5.1(216A) Definitions
- 5.2(216A) Program eligibility
- 5.3(216A) Proposals
- 5.4(216A) Selection of proposals
- 5.5(216A) Appeal procedure
- 5.6(216A) Program reports

CHAPTER 6

Reserved

CHAPTER 7

DECLARATORY ORDERS

- 7.1(17A) Adoption by reference

CHAPTER 8

PETITIONS FOR RULE MAKING

- 8.1(17A) Adoption by reference

CHAPTER 9

AGENCY PROCEDURE FOR RULE MAKING

- 9.1(17A) Adoption by reference

CHAPTER 1 DESCRIPTION

435—1.1(216A) Composition. The commission on the status of women consists of nine voting members appointed by the governor subject to confirmation by the senate; and five members serving as ex officio nonvoting members: one to be appointed by the speaker of the house from the membership of the house, one to be appointed by the minority leader of the house from the membership of the house, one to be appointed by the majority leader of the senate from the membership of the senate, one to be appointed by the minority leader of the senate from the membership of the senate, and one to be the director of the department of human rights.

The chairperson is a commission member elected by the commission. The commission has an executive director who is the administrator of the division on the status of women, department of human rights.

435—1.2(216A) Meetings. The commission meets at least six times each year and, additionally, holds special meetings on the call of the chair. A majority of the membership constitutes a quorum.

435—1.3(216A) Purpose. The commission studies the changing needs and problems of women as wives, mothers, workers, and volunteers and develops and recommends new programs and constructive action to the governor and the general assembly. The commission has no enforcement powers. Each year the commission files a report of its proceedings with the governor and the general assembly. These rules are intended to implement Iowa Code sections 216A.51 to 216A.60.

[Filed without Notice 10/16/75—published 11/3/75]

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

[Filed 5/17/91, Notice 2/20/91—published 6/12/91, effective 7/17/91]

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Status of Women[435]

IAC 7/15/87, 4/21/99

CHAPTER 2 DUTIES

435—2.1(216A) Information. The commission gathers and distributes information through its office in the Lucas State Office Building, Des Moines, Iowa 50319.

435—2.2(216A) Authority. The administrator carries out the program and policies as determined by the commission. The commission holds hearings, enters into contracts, accepts grants, and seeks advice and counsel outside its membership in the performance of its duties which are to:

1. Serve as the central permanent agency for the development of services for women and act as a clearinghouse on present programs and agencies that operate to assist women.
2. Publish and disseminate information relating to women, develop educational programs, and conduct conferences.
3. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of the status of women.
4. Assist governmental agencies in equalizing and expanding opportunities and rights of women and join in efforts of public and private agencies to study and resolve problems relating to the status of women.

[Filed without Notice 10/16/75—published 11/3/75]

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

Ch 3, p.1

Status of Women[435]

IAC 7/15/87, 4/21/99

CHAPTER 3 IOWA WOMEN'S HALL OF FAME

435—3.1(216A) Purpose. The purpose of the Iowa Women's Hall of Fame shall be to recognize significant achievements of Iowa women and to educate the public by identifying those whose efforts have enhanced and improved the quality of life for women in Iowa.

435—3.2(216A) Committee. The Hall of Fame committee shall consist of the chairperson, two other commission members and two public members.

435—3.3(216A) Selections procedure. The committee shall solicit nominations for the Hall of Fame. The committee shall recommend to the commission for its approval those individuals to be inducted into the Hall of Fame. The committee shall plan the ceremony and reception each year for the Hall of Fame.

435—3.4(216A) Cristine Wilson Medal for Equality and Justice. The Cristine Wilson Medal for Equality and Justice shall recognize the efforts and accomplishments of the commission's first chairperson. The medal is awarded on an intermittent basis to persons whose work is deemed outstanding and a significant contribution to Iowa's recognition as a state characterized by equality and justice. The Hall of Fame committee shall seek nominations from the commission and make recommendations to the commission for persons to receive this award.

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

Ch 4, p.1

Status of Women[435]

IAC 9/7/88, 4/21/99

CHAPTER 4 PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

435—4.1(22) Adoption by reference. The commission adopts by reference 421—Chapter 2, Iowa Administrative Code.

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435—4.2(22) Custodian of records. The custodian for the records maintained by this division is the division administrator.

These rules are intended to implement Iowa Code chapters 17A and 22 and section 216A.6.

[Filed emergency 8/19/88 after Notice 5/18/88—published 9/7/88, effective 8/19/88]

Ch 5, p.1

Status of Women[435]

IAC 5/16/01

CHAPTER 5 IOWANS IN TRANSITION

435—5.1(216A) Definitions. “Iowan in transition” means an individual who is unemployed or underemployed, and who has had, or would apparently have, difficulty finding appropriate paid employment; and

1. Is a displaced homemaker who has worked principally in the home providing unpaid household services for family members, and is or has been

- Dependent on the income of another family member but is no longer supported by that income, or
- Dependent on government assistance, or
- Supported as the parent of a minor; or

2. Is a single parent; or

3. Is a female offender, or a female who has a record of criminal offense.

435—5.2(216A) Program eligibility. In any year in which the legislature appropriates funds, the department of human rights division on the status of women shall provide moneys for certain selected programs to provide services to Iowans in transition. The amount of money provided shall be contingent upon the amount of funds available. Programs shall include the provision of intake, assessment, planning and personal counseling services. Only nonprofit organizations or governmental units are eligible.

435—5.3(216A) Proposals. Agencies wishing to apply for funding shall submit a funding proposal to the division. Proposals shall contain all the information specified in the request for proposals (RFP).

435—5.4(216A) Selection of proposals. The division administrator shall appoint an advisory committee of no fewer than five persons. All proposals received will be evaluated by the advisory committee and the division administrator to determine which agencies will receive grants. Agencies submitting applications for continuing programs which have demonstrated both a need and the ability to effectively operate the program will be given first consideration for funds. The division administrator shall make the final decision with respect to the expenditure of funds. The applicant may be requested to modify the proposal through the contracting process. The following factors will be considered in selecting proposals:

1. The demonstrated need for the service in the program area serviced;
2. The community support demonstrated and the relationship to existing agencies;
3. The emphasis of the plan on helping clients achieve economic self-sufficiency through education, training, and job placement in conjunction with other agencies;
4. The general program structure including, but not limited to, how well goals can be met, how realistic the objectives are, the administration of funds, stability of the organization, the overall quality in comparison to other proposals and the services offered; and
5. The plan for using the funds; funds may be used for salaries, fringe benefits, contract services, job-related travel, and operational expenses.

435—5.5(216A) Appeal procedure. The following appeal and hearing procedure shall be used:

1. An applicant denied assistance or who wishes to file a complaint about the Iowans in transition program has ten days from the date of denial or complaint action to submit an appeal in writing to the administrator of the division on the status of women.

2. The administrator and the advisory committee will respond with a decision within ten days of receipt of the appeal or complaint.

435—5.6(216A) Program reports. Grantees shall submit program performance reports to the division on the status of women as prescribed in the contract.

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These rules are intended to implement Iowa Code section 216A.52.
[Filed 5/17/91, Notice 2/20/91—published 6/12/91, effective 7/17/91]
[Filed 4/1/99, Notice 2/24/99—published 4/21/99, effective 5/26/99]
[Filed 4/27/01, Notice 3/21/01—published 5/16/01, effective 7/1/01]

CHAPTER 6 MENTOR ADVISORY BOARD

Transferred to Workforce Development Department as 345—Chapter 15 in compliance with 1996 Iowa Acts,
Senate File 2409, section 16, IAC Supplement 7/17/96, effective 7/1/96.

Ch. 7, p.1

Status of Women[435]

IAC 5/19/99

CHAPTER 7 DECLARATORY ORDERS

435—7.1(17A) Adoption by reference. The commission on the status of women hereby adopts the declaratory orders segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(designate agency)”, insert “division on the status of women”.
2. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
3. In lieu of the words “(AGENCY NAME)”, insert “DIVISION ON THE STATUS OF WOMEN”.
4. In lieu of the words “_____ days (15 or less)”, insert “10 days”.
5. In lieu of the words “_____ days” in subrule 6.3(1), insert “20 days”.
6. In lieu of the words “(designate official by full title and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
7. In lieu of the words “(specify office and address)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
8. In lieu of the words “(agency name)”, insert “division on the status of women”.
9. In lieu of the words “(designate agency head)”, insert “administrator”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.
[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]

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Status of Women[435]

IAC 5/19/99

CHAPTER 8 PETITIONS FOR RULE MAKING

435—8.1(17A) Adoption by reference. The commission on the status of women hereby adopts the petitions for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
2. In lieu of the words “(AGENCY NAME)”, insert “DIVISION ON THE STATUS OF WOMEN”.
3. In lieu of the words “(designate official by full title and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.
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Section 6

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Status of Women[435]

IAC 5/19/99

CHAPTER 9 AGENCY PROCEDURE FOR RULE MAKING

435—9.1(17A) Adoption by reference. The commission on the status of women hereby adopts the agency procedure for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(commission, board, council, director)”, insert “administrator”.
2. In lieu of the words “(specify time period)”, insert “one year”.
3. In lieu of the words “(identify office and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
4. In lieu of the words “(designate office and telephone number)”, insert “the administrator at (515)281-4461”.
5. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
6. In lieu of the words “(specify the office and address)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
7. In lieu of the words “(agency head)”, insert “administrator”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.

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